

# The LABOUR GAZETTE

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CANADA

## IN THIS ISSUE

Free Trade Unions of the World Unite in  
New Confederation

International Study of Equal Pay for Work  
of Equal Value

Types of Pension and Retirement Plans in  
Canadian Industry

Wages and Working Conditions in the  
Clothing Industry

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# THE LABOUR GAZETTE

*The Official Journal of the Department of Labour of Canada*

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# THE LABOUR GAZETTE

PUBLISHED MONTHLY BY THE DEPARTMENT OF LABOUR

Hon. Humphrey Mitchell, Minister

Arthur MacNamara, C.M.G., LL.D., Deputy Minister

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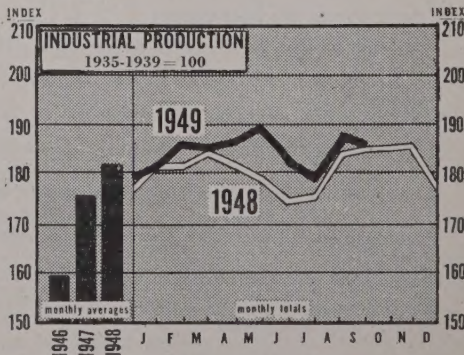
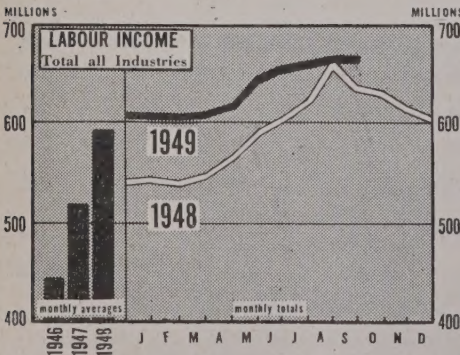
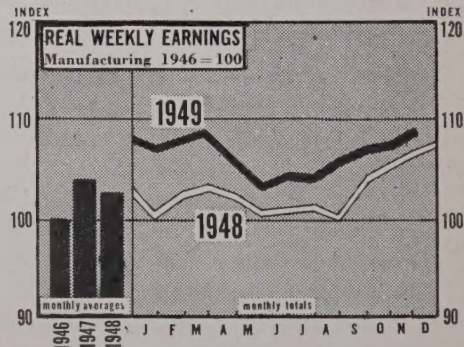
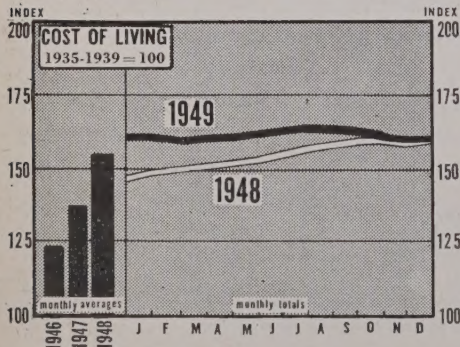
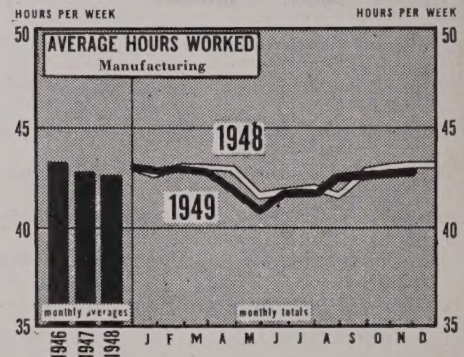
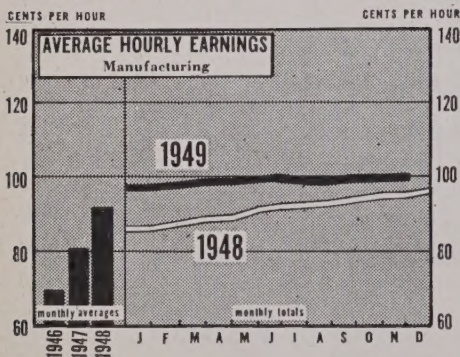
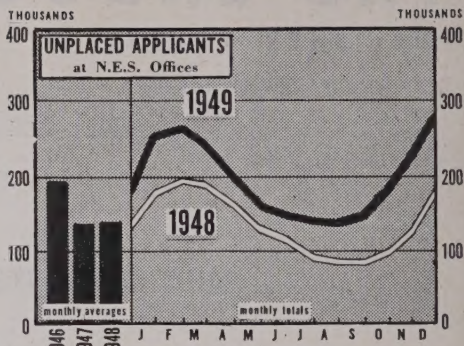
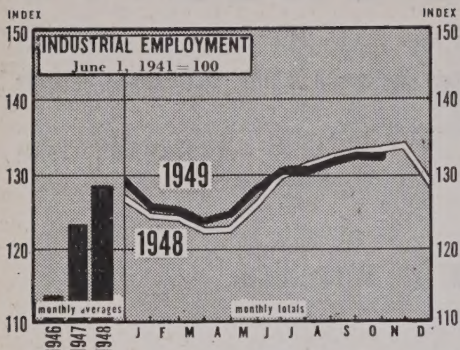
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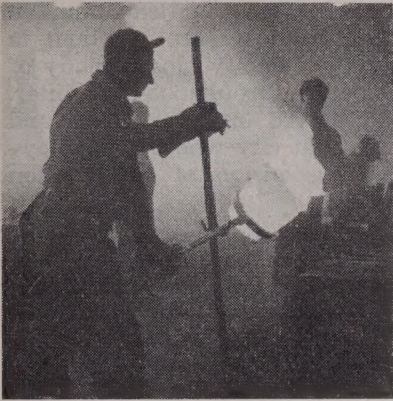
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## CURRENT LABOUR CONDITIONS

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*This article summarizes the latest employment and labour information available at February 10, as the LABOUR GAZETTE went to press. It was prepared by the Economics and Research Branch, Department of Labour.*

**B**Y THE last week in January, there were 362,000 job-seekers registered at National Employment Service offices. This total which amounted to 7 per cent of the labour force, was 88,000 higher than a month earlier.

A sharp increase in the number of jobless persons is usual in Canada during the winter when outdoor activity is curtailed. About one-third of the Canadian labour force is employed in industries, such as agriculture, transportation, and construction, where many of the jobs are seasonal. Most of these seasonal jobs terminate in the winter months and unemployment consequently rises. During January and early February, this increase is particularly marked as employment in the logging industry declines after the first of the year when cutting is completed and logging begins.

This winter unemployment has been more extensive than in recent years. Unfavourable weather has been in part responsible. In addition, some industries are returning to their pre-war practice of reducing operations in the winter. During the war the urgent demand for goods meant that production was maintained at capacity as far as possible throughout the whole year. However, recently there has been a reduction in forward buying, and an increasing concern with costs as markets have become more competitive.

The cumulative effect of a number of special developments has also had an important influence on employment in recent months. These special developments include the impact of devaluation on certain industries, readjustments of certain foreign market outlets and some decline in the domestic demand for many goods.

It should be emphasized that the impact of these developments has not been uniform across the country. As a result, there are important variations in the extent of unemployment between different areas. The proportion of job-seekers registered at National Employment Service offices to the labour force ranges from about 15 per cent in British Columbia to about 5 per cent in Ontario. On a local basis such variations are even wider.



During January, unfavourable weather conditions completely reversed expectations of a high level of employment in the British Columbia lumber industry. Although markets for British Columbia are excellent in both Canada and the United States, storms during January closed many of the logging camps and sawmills which usually operate throughout the winter. Thus unemployed loggers and sawmill workers moved into Vancouver and increased the total number of jobless workers in that city where unemployment was already high, due to the enforced suspension of construction activity.

In the industrial centres of Southern Ontario and Quebec, the effect of the special developments is indicated by divergent employment trends. Industries such as those producing food products, heavy electrical equipment and automobiles have increased their employment over last year. On the other hand, industries producing agricultural implements, machine tools and some textiles have been laying off workers.

Many important manufacturing industries are facing quite different market situations at present. The automobile industry, for example, is still producing at capacity levels because of the continuing strong demand. The agricultural implement industry, on the other hand, now is experiencing some decline in effective demand both in Canada and abroad. There is a definite possibility that declines in farm income as a result of the termination of some of the British food contracts and of lower prices at which others have been negotiated will further reduce the domestic demand for farm equipment.

In the iron and steel industry, the primary iron and steel producers continue to operate at a high level. Production in the machine tool industry has declined, however, largely as a result of the slackening in plant expansion. The producers of transportation equipment have reduced their staffs due to the drop in orders for railway rolling stock, both from foreign and Canadian

While the devaluation of the pound sterling has increased competition from British manufacturers in the case of several Canadian industries, this development has been felt particularly by certain sections of the primary textile industry as it came at a time when the domestic market itself was slackening.

Workers laid off this winter are finding it generally more difficult to find alternative jobs than at any time since the end of the war. Although employment remains high, labour demand is not very active. With staffs adequate to meet production schedules, and with a plentiful supply of labour, employers are being quite selective in their hirings. Increasingly severe competition in most industries has made employers very conscious of labour costs. Many are anxious to build up permanent staffs rather than to hire casual workers whom they will have to train and whose rate of turn-over is high. Thus, most job openings are for skilled workers rather than for the type of casual labour which is employed in seasonal industries.

No serious work stoppages have been caused as a result of Canadian strikes this month. The strike at the Chrysler Corporation in the United States, however, threatens to cause layoffs in that company's branch plants in Canada if it is not settled in the near future. The sporadic strikes in United States coal mines have already had some influence on the employment picture in Canada, especially in the case of railroads. The dispute between Canadian railways and their respective unions is still being considered by conciliation boards and no decision has yet been announced.

(Continued on page 198)



# CURRENT LABOUR STATISTICS

(Latest available statistics as of February 10, 1950)

Principal Items	Percentage change from			
	Date	Amount	Previous month	Same date previous year
<b>Manpower—</b>				
Total civilian labour force (a).....	Nov. 1	5,200,000	—	+2.5 (c)
Persons with jobs (a).....	Nov. 1	5,053,000	—	+2.0 (c)
Persons without jobs and seeking work (a).....	Nov. 1	147,000	—	+25.5 (c)
Registered for work, N.E.S. (b)				
Maritime Region.....	Jan. 26	52,900	+32.1	+89.8
Quebec ".....	Jan. 26	106,640	+20.8	+53.7
Ontario ".....	Jan. 26	87,518	+33.0	+33.7
Prairie ".....	Jan. 26	51,213	+36.9	+38.9
Pacific ".....	Jan. 26	63,998	+50.5	+30.7
Total, all regions.....	Jan. 26	362,269	+32.2	+45.8
Ordinary claims for				
Unemployment Insurance benefits.....	Jan. 1	222,064	+45.8	+54.1
Amount of benefit payments.....	Dec.	\$7,181,001	+42.2	+99.9
Index of employment (June, 1941=100)				
(Eight leading industries).....	Dec. 1	132.0	-0.2	-1.4
Immigration.....	Dec.	5,164	-18.7	(-24.1) (d)
<b>Industrial Relations—</b>				
Strikes and lockouts—days lost.....	Jan.	39,488	—	—
No. of workers involved.....	Jan.	2,456	—	—
No. of strikes.....	Jan.	9	—	—
<b>Earnings and Income—</b>				
Average weekly salaries and wages (eight leading industries).....	Dec. 1	\$43.82	0.0	+3.8
Average hourly earnings (manufacturing).....	Dec. 1	.999	+0.4	+4.1
Average hours per week (manufacturing).....	Dec. 1	42.9	+0.2	-0.7
Average weekly earnings (manufacturing).....	Dec. 1	\$42.86	+0.6	+3.4
Cost-of-living index (average 1935-39=100).....	Jan. 1	161.0	-0.3	+0.9
Real weekly earnings (mfg. Av. 1946=100).....	Dec. 1	108.5	+0.7	+1.7
Total labour income.....	Nov.	\$661,000,000	-0.3	-4.6
<b>Industrial Production—</b>				
Total (Average 1935-39=100).....	Nov.	184.5	-0.7	-0.4
Manufacturing.....	Nov.	192.9	-0.6	-2.2
Non-durables.....	Nov.	183.8	+1.2	+0.9
Durables.....	Nov.	208.4	-3.2	-6.6
<b>Trade—</b>				
Retail trade.....	Dec.	\$791,420,000	+19.7	+2.7
Exports.....	Dec.	\$285,550,000	-2.3	-9.8
Imports.....	Nov.	\$239,600,000	+2.3	+0.6

(a) Estimated on basis of sample labour force survey. Only those who did not do any work in the survey week are here classified as persons without jobs.

(b) Some of these "unplaced applicants" registered at the National Employment Service Offices are persons with a jobs who are seeking other work. On the other hand, there are persons without jobs and seeking work who do not come to the N.E.S. offices.

(c) These percentages calculated on basis of 1949 figures excluding Newfoundland.

(d) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

Data in this table are preliminary figures from regular reports compiled by various government agencies, including Dominion Bureau of Statistics, the Unemployment Insurance Commission, the Immigration Branch, Department of Mines and Resources, and the Economics and Research Branch, Department of Labour. Detailed information can be found in the statistical appendix of the Labour Gazette.

# NOTES OF CURRENT INTEREST

**Dominion-Provincial Constitutional Conference** The Dominion-Provincial Constitutional Conference, which met for three days, January 10-12, achieved agreement in principle as regards methods of amending the Canadian Constitution.

The Conference agreed in the first place, that Canada should have power to amend the Constitution without going outside the country. It was decided that the provisions of the British North America Acts (1867-1949) and other constitutional measures, should be grouped under a series of headings. The most important features of this plan are: that certain constitutional matters, which are purely federal, would be amendable by the Parliament of Canada without reference to the provinces. Others could be amended by Parliament and a majority of the provinces; while certain provisions concerning fundamental rights should not be amended without the consent of Parliament and every one of the provinces.

A committee of the various delegations was assigned to meet within the next few months to decide under which of these categories each provision of the Constitution should be placed.

(Proposals calling for the amendment of the BNA Act in respect of the authority to legislate on certain labour and social matters have from time to time been made by Canadian labour organizations.)

## **Canada resumes membership in ECOSOC**

On January 1 Canada again became a member of the Economic and Social Council of the United Nations. The Council is composed of 18 countries elected by the General Assembly for a period of three years. Canada was one of the original members and served until the end of 1948. After an absence of one year, Canada now returns to the Council for a second three-year term ending December 31, 1952.

The 10th Session of the Council opened in New York on February 7. The Canadian Delegation was announced on January 19 by the Hon. Brooke Claxton, Acting Secretary of State for External Affairs, to be as follows:—

*Representative.*—Mr. Raymond Eudes, M.P.

*Alternate Representatives.*—Dr. George Davidson, Deputy Minister of Welfare, Department of National Health and Welfare; Mr. S. D. Pierce, Associate Deputy Minister, Department of Trade and Commerce.

*Principal Adviser.*—Mr. John W. Holmes, Head of the United Nations Division, Department of External Affairs.

## **Labour bodies ask Government action on unemployment**

Concern with regard to the unemployment situation was expressed by the heads of the two major Canadian labour organizations in a joint letter sent on December 30 to the Prime Minister and members of the Cabinet.

The letter was signed by Percy R. Bengough, President of the Trades and Labour Congress of Canada and by A. R. Mosher, President of the Canadian Congress of Labour. It urged that the Government "take appropriate steps to meet what has become a national emergency," and asserted that "on the basis of reports received by our respective headquarters, we have every reason to believe that over 300,000 workers are now unemployed in Canada, representing more than six per cent of the entire labour force.

"It is evident," the letter continued, "that certain Communist groups, following their usual destructive tactics, are endeavouring to exploit the situation. The fact that this is being done, however, does not in any way lessen the seriousness of the situation or justify any attempt to minimize it."

The letter requested that the Government put into effect its plans for taking care of any substantial increase in unemployment. It also asserted that certain information on the employment situation was being withheld from the public.

On January 7, the Hon. Humphrey Mitchell, Minister of Labour, issued a factual statement in respect to employment and unemployment in Canada. (A factual statement giving substantially the same information appeared in the article *Current Labour Conditions* of last month's *LABOUR GAZETTE*; while a statement based on information available at February 10 appears in the present issue, along with a considerable number of statistical tables.)

The Minister pointed out that the number of persons actually working in December



(estimated at just under five million) was the highest number of employed persons for December in the history of Canada.

Regarding the 261,000 persons who on December 22 were registered as looking for jobs with local offices of the National Employment Service, Mr. Mitchell's statement said:—

"Some of these are persons with jobs who would like to make a change, while others may be workers who have located jobs but who have not informed the local office. On the other hand, there are persons desiring work who do not come to the local National Employment Service offices. This occurs especially in rural areas where the coverage of unemployment insurance is not large. It might be added," the statement continued, "that the latest quarterly labour force sample survey conducted by the Dominion Bureau of Statistics indicated that there were around 150,000 persons in Canada early in November who were seeking regular jobs and who did no work during the survey week. At that same date the number of persons registered for jobs through local National Employment Service offices was around 170,000. These figures," the statement pointed out, "indicate that the reports from the National Employment Offices are not out of line.

"In addition to the usual seasonal influences and the special circumstances already mentioned, a considerable portion of the current unemployment results from the continuing growth of the Canadian labour force rather than from any decline in employ-

ment. Over the past year the growth of the total labour force has amounted to around 120,000, while the number actually at work has increased by close to 100,000.

"Many more Canadian workers are now eligible for unemployment insurance benefits," the statement noted, "than was the case a few years ago. As a result the percentage of workers seeking jobs through the National Employment Service, who are also claiming benefits, increased from 60 per cent at the beginning of December, 1948, to 71 per cent at the same date this winter. The actual number of ordinary claimants for benefits at December 1, 1948, was 84,000. This year the figure, including Newfoundland, was 157,000."

Following the publication of Mr. Mitchell's statement, the two labour leaders issued a further joint statement renewing their request that the Government take action to relieve the existing unemployment situation.

# **Federal Government expenditures on social services, 1948-49**

The Federal Government in the fiscal year 1948-49 spent \$700 million on social services, the Minister of Labour, the Hon. Humphrey Mitchell, stated in the House of Commons during a debate on Labour Department estimates on December 3.

Later, when asked for details, Mr. Mitchell gave the following breakdown showing major expenditures which can come under the broad heading of social services:—

	Actual Expenditures Fiscal Year 1948-1949 (\$ millions)
<i>Department of Health and Welfare</i>	
Family allowances payments.....	270.9
Old age pensions and pensions for blind persons.....	66.8
Health grants .....	19.1
<i>Department of Veterans Affairs</i>	
Veterans' pensions .....	103.0
Veterans' allowances .....	19.7
Post-discharge rehabilitation benefits.....	44.8
Re-establishment credits .....	35.1
Treatment services .....	34.2
Miscellaneous grants .....	14.8
<i>Department of Labour</i>	
Government contribution to UIC Fund.....	20.1
Administration cost, UIC.....	19.0
Vocational training (including Veterans' Training).....	6.3
Government contribution to Annuities Fund to maintain reserve.....	11.4
<i>Department of Mines and Resources</i>	
Indian Affairs .....	10.3
<i>Department of Finance</i>	
Government contribution to Superannuation Fund.....	4.1
<i>Department of Agriculture</i>	
Amount transferred to meet deficit in Prairie Farm Emergency Fund.....	8.6
<i>Department of Transport</i>	
Workmen's Compensation Payments.....	.7
Total .....	688.9



The figures were derived from the Public Accounts of Canada. Costs of administration are excluded except in the case of the Unemployment Insurance Commission, whose functions—in particular, the National Employment Service—are in large measure a direct social security service, the Minister explained. The breakdown was not all-inclusive. There might be some question as to the inclusion of certain items, but the Minister felt that in all cases they bear a close relation to Social Security. Federal Government contributions for food subsidies or price stabilization measures had not been included.

#### **Appeal in Empress Hotel case dismissed**

A Privy Council decision of November 21, 1949, upheld the judgment of the Supreme Court of Canada that regulation of the hours of work of employees of the Empress Hotel, operated by the Canadian Pacific Railway Company in Victoria, is within the exclusive jurisdiction of the provincial legislature. The argument hinged mainly on whether the Empress Hotel could be considered an integral part of the railway system, and within the definition of "railway" in the BNA Act and the Canadian Pacific Railway Act. Their Lordships held that it could not. The judgment is reported in full on p. 217 of this issue.

#### **Counselling booklets on skilled construction trades**

The distribution of three new occupational publications, dealing with skilled construction trades, was announced recently by the Hon. Humphrey Mitchell, Minister of Labour. The crafts dealt with are those of Bricklayer and Stone-mason, Plasterer, and Painter.

Mr. Mitchell expressed himself as gratified by the reception of the first numbers in this series. The fact that the Department had received so many requests for both English and French editions of these publications, from all strata of Canadian economic life, necessitating an increase in the number of copies printed, is ample evidence that the demand for information on occupations is even greater than had been estimated, the Minister said.

Mr. Mitchell voiced his appreciation of the ready co-operation received from officers of the craft unions, and from the Canadian Construction Association, in reviewing manuscripts and contributing constructive suggestions.

The booklets in this occupational series are prepared by the Economics and Research Branch of the Department of Labour.

#### **Chemical union locals asked to remove Communists**

An interesting feature of the November meeting of District Council 4 of the International Chemical Workers' Union (AFL-TLC) was an address by International President H. A. Bradley dealing with the subject of Communism within the ranks of the Canadian District of the Union.

Mr. Bradley's speech was printed in the *Canadian Chemical Worker*, which has resumed publication following a reconstitution of its editorial board.

Mr. Bradley said that in the last year "the thing that has caused the greatest disturbance in your ranks has been the question of Communism in Canada. Unfortunately, until this visit I have been in the position of trying to separate the goats from the sheep and trying to be fair with all persons involved. . . . I am here today informed beyond any reasonable doubt."

Mr. Bradley recalled that at the Calgary Convention of the TLC (L.G., Nov., 1949, p. 1350), a resolution was adopted calling on affiliated organizations to "purge from their ranks, and from within the local unions, all Commies. So I am reminding you that this is a policy of the Trades and Labour Congress and the International Union expects your compliance.

"The Vice-President of your District is evidently aware of the seriousness of your situation. I gain this from his report to you this morning, where he pointed out to you that the International Union is beyond question opposed to Communism in any form."

Mr. Bradley said further: "I certainly was amazed to learn that right here in Niagara Falls our office, was, until a recent date, used by the Communist party. Their mimeograph sheets were in our office, you could secure the Communist Manifesto by applying at our office, Communist books (a veritable library) were on the shelves in our office and the *Canadian Tribune* was shipped to our office in bundles for distribution. I certainly cannot understand how men who are, or were, on our payroll could have possibly been unaware of what was taking place. . . .

"Why am I so concerned?" Mr. Bradley continued. "I am concerned because I think by and large you are a mighty fine group of people, morally and otherwise. I do not think it is proper that so many people point fingers at us simply because we have a stinking, rotten apple in our midst. As I told the Trades and Labour Congress in Calgary, nine thousand, nine hundred and ninety of the approximate ten thousand



Canadian members are wonderful people and should not be smeared because of the ten others who are Communists. . . .

"I ask you now to clean out these few and I call upon you to exercise your autonomous right to throw them clear out."

### **CCL plans to provide union for unemployed**

Action to provide an organization for Canadian unemployed was taken by the Executive Council of the Canadian Congress of Labour in mid-January. The CCL Executive announced that it had appointed a committee to frame methods for the organization of unemployed and their direct affiliation with the recognized trade union movement. "This is the first time that an established labour organization in any country has taken such a step," the announcement said.

The committee is under the chairmanship of Sam Baron, Montreal, Canadian director of the Textile Workers Union of America; other members are: Alex McAuslane, Vancouver, United Oil Workers; Murray Cotterill, United Steelworkers; Joseph Mackenzie, Ontario Federation of Labour; and Donald MacDonald, Canadian Congress of Labour.

The announcement said that the Canadian Congress of Labour would seek co-operation from the Trades and Labour Congress of Canada, the Canadian and Catholic Confederation of Labour and "any other legitimate agency sincerely interested in the welfare of the unemployed."

### **CCL seeks co-operation with farm groups**

The Executive Council of the Canadian Congress of Labour on January 19 directed its officers to hold consultations with appropriate agricultural bodies, as a means of seeking closer co-operation with farm groups. It was proposed that there should be co-operation between labour and farmers in an effort to obtain adequate farm prices and wages.

The Congress Executive stated that both labour and farmers were experiencing the effects of current economic conditions. Their basic interests were common and close co-operation would be mutually beneficial.

The Executive decided that the 1950 convention of the Congress will be held in Winnipeg commencing September 25.

Support was voted to the United Nations International Children's Emergency Fund. Affiliated unions were also urged to assist European trade unionists by sending CARE parcels.

### **CCL gives Steelworkers new jurisdiction**

The Executive Council of the Canadian Congress of Labour on January 19 granted the United Steelworkers of America the jurisdiction in Canada formerly held by the International Union of Mine, Mill and Smelter Workers in the mining and smelting industry. The Mine-Mill union was suspended by the Executive Council January 21, 1949, with a recommendation for expulsion. This action was upheld and the union was expelled at the CCL convention in Ottawa, October 7, 1949 (L.G., Nov., 1949, p. 1374).

Since that time a number of groups formerly under the jurisdiction of Mine-Mill have been chartered directly by the Canadian Congress of Labour.

In a statement explaining the action granting jurisdiction to the United Steelworkers, A. R. Mosher, President of the Congress, said: "It is the feeling of a large majority of our Executive that the United Steelworkers of America is the proper group to have this jurisdiction. At the time of the expulsion of the International Union of Mine, Mill and Smelter Workers it was decided that the jurisdiction should be held by the Congress itself pending a final decision. The time for that decision has now been reached.

"The change in jurisdiction is subject to confirmation by the membership of the locals affected.

"As part of the United Steelworkers of America the workers in the jurisdiction formerly held by the International Union of Mine, Mill and Smelter Workers will continue to have the full support of the Canadian Congress of Labour, as well as the support of the 950,000 members of the United Steelworkers in Canada and the United States.

"This is very important, particularly so far as workers in the Timmins area are concerned. The Timmins gold miners at one time were members of the International Union of Mine, Mill and Smelter Workers and enjoyed collective bargaining agreements. All of those agreements were subsequently lost. Since that time these miners have been organized by the Congress and they are now negotiating for new contracts. Although those concerned will, under today's decision, become part of the United Steelworkers, they will continue to have our fullest support.

"The Canadian Congress of Labour is confident that the United Steelworkers, as one of Canada's foremost unions, will provide strong and efficient service to the men in the mines, smelters and plants which were

at one time under the jurisdiction of the International Union of Mine, Mill and Smelter Workers."

#### **Policies of Canadian Chamber of Commerce**

*The Platform of the Canadian Chamber of Commerce* is the title of a booklet, issued by The Chamber's Policy Department late in the autumn. It presents in concise form the policy declarations and resolutions approved by the twentieth annual meeting of the Chamber which was held in Montreal in October (L.G., Dec., 1949, p. 1526).

The declarations cover many phases of current business, commercial and social problems, ranging from Communism and freedom of enterprise to double taxation and the single alternative vote and from labour relations and immigration to international trade and the United Nations.

#### **B.C.'s oldest labour council marks 60th anniversary**

British Columbia's oldest labour council, the Vancouver, New Westminster and District Trades and Labour Council (AFL-TLC) celebrated its sixtieth anniversary on December 6.

The Council, which was organized by 14 men, held its charter meeting on December 5, 1889. Nine unions attended the first gathering. At the present time, 118 unions are affiliated with the Council.

Representatives of 32,000 trade unionists attended an anniversary banquet held in honour of the occasion. Among the guests invited to attend were Senator J. W. deB. Farris, first B.C. Minister of Labour, J. H. Cates, Minister of Labour, Premier Byron Johnson and Vancouver Mayor Charles Thompson.

#### **Guide to diagnosis of occupational diseases**

A reference manual on occupational diseases in Canada has recently been published. Compiled jointly by the staffs of the industrial health division of the Department of National Health and Welfare and the division of industrial hygiene of the Ontario Department of Health, *A Guide to the Diagnosis of Occupational Diseases* is published by the King's Printer, Ottawa.

In recent years many new materials and processes which constitute sources of potential or actual health hazards for the worker have been added to industry. The control of the working environment and the supervision of workers' health call for a wider knowledge of the potential health hazards in all industries and for enhanced skill in recognizing occupational diseases. In addition

to the plant physician and nurse the modern industrial hygiene team includes many scientific and technical experts. The general medical practitioner is an important member of this team because many of his patients may be industrial workers.

This reference manual includes a list of occupations with their potential health hazards which serves as a reference key. Each health hazard is then separately described. Harmful chemicals are discussed under various headings. A brief discussion of occupational diseases and dermatoses and a summary of the various provincial workmen's compensation acts are also included.

It is expected that copies of the book can be distributed to all physicians in Canada interested in industrial medicine as well as to the teaching staffs of medical schools and all medical libraries. Other interested persons may obtain copies from the King's Printer at the price of \$1.

#### **Industrial relations in Newfoundland, quarter July-September**

The quarterly review of the Newfoundland Labour Relations Office, reports that in the three-month period July-September, 1949, seven labour disputes were recorded, five of which resulted in work stoppages.

The organization of three trade unions is reported, and there is a list of newly-completed working agreements.

The Bus Drivers' Unit of the Transport and Other Workers' Union was involved in three disputes, with work stoppages occurring in two cases. The first dispute arose out of a demand for wage increases and resulted in an Order prescribing minimum rates of pay for bus service employees in St. John's. This was the first Order to be made under the Labour (Minimum Wage) Act of Newfoundland (L.G., Nov., 1949, p. 1440). Another dispute arose over the union's claim that some of its members had been unfairly dismissed. A strike was called on September 23 and at the end of the quarter was still in progress.

Working hours and dismissals were causes of two disputes involving miners on Bell Island. After work stoppages lasting three days and one day respectively, settlement was reached, with the union demands being met.

A dispute over demands for a wage increase of 20 cents an hour for all classes of carpenters engaged in construction and shop work caused the United Brotherhood of Carpenters and Joiners of America, Local 579, to call a strike on August 31. Agreement was reached on September 21 with the granting of a general increase of ten cents an hour to all classes.



Discrimination in the matter of wages between local and non-resident workers was charged by members of the recently formed Association of Aviation Employees, employed by the various airlines operating at Gander. The union has applied for certification as bargaining agent for the employees under the Industrial Relations and Disputes Investigation Act (L.G., Dec., 1949, p. 1552) which became operative in Newfoundland on September 19 last.

Among the new working agreements reported is one entered into by the Buchans Workmen's Protective Union, No. 24521 (AFL), and the Buchans Mining Company in July, which provides that the wages question may be reopened every three months.

An increase of six cents an hour, retro-active to May 1, and an eight-hour day were features of an agreement negotiated in July between Local 4121 of the United Steel Workers of America at Bell Island and the Dominion Steel and Coal Corporation.

Rates for painters were increased to 85 cents an hour for Class A men, and 80 cents an hour for Class B men, with the completion of an agreement in August between Local 1679 of the International Brotherhood of Painters, Decorators and Paper Hangers of America and painting contractors in St. John's. Class C, which existed in previous agreements, was abolished. A 54-hour work week was also established, and a weekly half-holiday on Saturdays.

The Newfoundland Federation of Labour held its thirteenth annual convention at Corner Brook in August. The Federation, the report states, has submitted a draft of a new trade union act to the Government for consideration.

The formation of three new trade unions is reported: (1) the Association of Aviation Employees (AFL), an organization of employees of the various airline companies at Gander; (3) Local 1621 of the Retail Clerks International Association, at Bell Island—the membership of which is entirely female; (3) Local 1615 of the National Brotherhood of Electrical Workers, comprising employees of the Avalon Telephone Company and the United Towns Electric Company.

The Labour Legislation Advisory Committee, formed for the purpose of studying labour legislation and making recommendations for the consideration of the Minister of Labour, held its first sittings in July. According to the *Review*, it was expected that the Board would complete its recommendations in October.

The report also discusses in detail the current employment situation in Newfound-

land, and indicates that in many parts of the Province "a great scarcity of employment is being felt," particularly where fishing is the only source of income.

#### **Cash income of farmers slightly below 1948 peak**

Cash income of Canadian farmers from the sale of farm products in 1949 amounted to \$2,490,165,000, according to an advance preliminary estimate by the Dominion Bureau of Statistics. This figure is slightly below the 1948 peak of \$2,449,900,000, but substantially above the 1947 total of \$1,962,276,000.

The Bureau points out that Canadian Wheat Board participation payments to western producers on previous years' crops were substantially larger in 1948 and 1949 than in any year up to that time. Since August 1, 1949, western producers of coarse grains have received only an initial payment per bushel as provided under the terms of the compulsory coarse grain marketing scheme which entitles them to share in any surpluses accumulated by the Canadian Wheat Board through the sale of these grains.

In addition to the receipts in the first nine months of this year, supplementary payments amounting to \$17,628,000 were paid out under the provisions of the Prairie Farm Assistance Act, to farmers in the drought-stricken areas of the Prairie Provinces. This figure compares with totals of \$11,577,000 and \$20,746,000 paid out during 1947 and 1948.

The advance estimates of cash income indicate lower returns in 1949 than in 1948 in all provinces except Saskatchewan and Alberta. Ontario had the largest total of \$641,350,000 compared with \$668,353,000, followed by Saskatchewan at \$540,638,000 compared with \$520,563,000, Alberta at \$452,384,000 compared with \$448,997,000, and Quebec \$343,604,000 compared with \$352,153,000.

Manitoba was next with \$234,530,000 against \$242,882,000, British Columbia \$97,068,000 (\$101,144,000 in 1948), New Brunswick \$42,206,000 (\$44,905,000), Nova Scotia \$36,507,000 (\$36,626,000), and Prince Edward Island \$20,878,000 (\$22,505,000). Estimates for Newfoundland are not available.

#### **The Catholic Church and economic changes**

On November 21 and 22, 1949, at Montmorency Falls, near Quebec, the Faculty of Social Sciences of Laval University sponsored a round-table conference on "The Church and Economic Changes" for English speaking employers of the Province of Quebec. Eighty representatives of

the most important industries in the province were present. Industrial executives from other provinces also attended the meetings. The attendance was by special invitation only, and the press was not allowed.

The purpose of these closed meetings, according to the official Industrial Relations Bulletin of Laval University, "was to bring representatives of the important non-Catholic group of industrialists together with some teachers of the Catholic social doctrine to give these members of management an opportunity to learn the basic tenets of this social teaching and to clear away doubts and misunderstandings."

Rev. Gérard Dion, industrial relations department director at Laval University, who presided at the Conference, expressed the opinion that the Church considers all capital invested in the Province of Quebec, from whatever source it may come, local or foreign, as having a strict right to a just revenue in proportion to the services rendered and the risks involved.

"By the same principles," he said, "this capital must be subordinated to the requirements of natural morality, respect of the character of the institutions in this Province, and become an integral part of it.

"That is why the Church cannot approve or accept as normal that capitalists, whoever they may be, invest capital in the Province solely in the hope of finding here a docile and not-too-exacting labour force on which could be imposed unjust wages and working conditions inferior to the standards in the United States and other parts of Canada.

"Her principles do not allow the Church, either to admit the exploitation of the natural wealth of the country to the prejudice of the physical and moral well-being of the population.

"Finally, for the benefit of all those who desire to invest capital in the Province of Quebec, we believe we should like to point out a unique advantage.

"Because of the great number of her faithful and the institutions inspired by her," stated Rev. Dion, "the Catholic Church exercises a profound influence in the Province of Quebec. Now, wherever it is located, the Catholic Church is, in the eyes of all, the greatest moral force able to fight effectively against communist and socialist doctrines. We can therefore conclude that those who wish to invest capital in the Province of Quebec are assured of meeting more security and protection than in any other place in the world."

### **Annual meeting of Quebec industrialists**

The *Association Professionnelle des Industriels* (Professional Association of Industrialists) held its fifth annual congress in Quebec City on November 14 and 15, 1949. The association comprises executives of nearly 300 industries of the Province of Quebec.

The central theme studied during the congress was "The Employer and his Enterprise". Guest speaker was Dr. Vittorio Vaccari, of Rome, general secretary of the Christian Union of Employers of Italy, whose subject was the social directives of Pope Pius XII.

Addresses were delivered by Mr. Gilbert Ayers, of Lachute, on employer-employee co-operation, by Mgr. Maurice Roy, Archbishop of Quebec, on the social doctrine of the Church, by Father Louis Lachance, O.P., on the rights of ownership, by Mr. Marcel Clément on industrial organization and by Mr. François-Albert Angers on reforms of structure in the enterprise.

The Hon. Maurice Duplessis, Premier of the Province of Quebec, delivered the closing address.

Resolutions adopted by the Conference were as follows:—

*Strikes.*—That the necessary Dominion and Provincial legislation be adopted to provide that "no strike can be declared or effectuated unless a majority of the workers of the firm concerned have freely voted by secret ballot, under the surveillance of a representative of the State, and the motive or motives for the strike have been explained clearly and in detail to the workers concerned".

*Employer-employee collaboration.*—Expressing satisfaction with the progress so far made, and recommending joint committees as "an efficient means of realizing and intensifying this collaboration".

*Social Security.*—Recommending that social security plans "take account of the normal role which employers, employees, and the State respectively, should play in this sphere;" and asking governments and others concerned "to proceed with all necessary prudence in order not to undertake anything which could conduce directly or indirectly to collectivism".

*Collaboration with Italian Employers.*—Proposing the founding of an Italo-Canadian employers' association "which will have the task of developing social relations, of furnishing information—industrial and otherwise—and of establishing a closer collaboration between the two countries".



*International Affiliation.*—Reiterating the Association's "entire union with the *Union internationale des associations patronales catholiques*," and its desire of "collaborating with the other Christian employers of all countries toward the realization of Christian social doctrine," and expressing its entire adherence "to the directives of the Holy Father in his address to the employers of all countries which is considered the charter of Christian employers".

#### **Welfare writer urges part-time work for tuberculous**

issued by the British organization, Industrial Welfare Society.

However light the work, the article states, sanatoria patients are not usually able to assume full-time employment after completion of treatment. Under ideal conditions, intensity of work would be increased gradually from a few hours a day to normal full-time employment. Unfortunately, the greatest placement difficulty is experienced during that period when part-time work is so vital to recovery.

At present, the British Government offers one scheme which provides this gradual process of employment. This is the sheltered workshop where the patients commence work in a suitable craft for four hours a day, complete training at a technical college and proceed to full-time employment.

A common difficulty encountered in placing the tuberculous is the prejudice of employers against part-time workers. While most employers are willing to provide suitable light work it is almost always on a full-time basis. Fellow workers remain aloof usually because of fear of infection. The writer here stresses the importance of sanatorium treatment which is designed to make the patient non-infectious and to discipline him in avoiding the infection of others.

A survey conducted in an industrial area of London where most employment required manual labour showed that the former employments of 50 persons treated for respiratory tuberculosis were unsuitable. Only three of the people covered in the survey returned to their old jobs, and of these one had to abandon it as it was "too heavy."

From experience in dealing with tuberculous patients, the writer concluded that part-time employment was the only method

which could bridge the transition period between clinic treatment and a full life. The part-time work must, however, give the worker a "pride of achievement and a sense of growing economic independence."

#### **Unemployment declines in U.S. areas receiving federal aid**

The first progress report concerning United States federal aid to depressed industrial areas states that successful efforts have been made in the initial alleviation of unemployment. Within three months this has been accomplished by channelling \$72,842,508 in federal purchases, construction contracts and business loans into 35 critical areas in 14 states.

Plans for federal assistance to areas of unemployment were first announced by President Truman in his mid-year economic report, and at first were to be confined to areas where unemployment had reached 12 per cent or more of the total labour force (L.G., Oct., 1949, p. 1204).

Dr. John R. Steelman, assistant to the President, submitted the progress report in which he pointed out that in September, at the close of the trial period, thirty of the thirty-five areas reported declines in unemployment and twenty-six actual employment increases. In eleven of these areas the increases were 3.5 to 14.3 per cent.

The report showed that during the corresponding period unemployment through the country fell off from an estimated peak of 4,095,000 during the week ending July 9 to 3,576,000 during the week ending October 8 as conditions in the labour market registered a general improvement.

The federal construction aid, amounting to \$47,960,058, combined with state contributions, went into projects which contributed \$65,404,070 to the assistance scheme. Procurement spending reached a total of \$22,787,550, and loans amounted to \$2,094,900.

#### **500,000 in U.S. exhaust right to unemployment benefits**

About 500,000 persons exhausted their right to further unemployment-compensation payments during the July-September quarterly period of 1949, according to figures compiled by the Bureau of Employment Security of the United States Labour Department, and released in December. The persons involved were still without employment after benefits were exhausted.

Unemployment in November was estimated by the Census Bureau at 3,409,000 compared with 1,831,000 in November, 1948.

The figures for exhausted benefits in 1948 were from 200,000 to 250,000 each quarter for the country as a whole. For 1939 they stood at 369,000 for the January-March quarter, 423,000 for the April-June and at 500,000 for the third quarter.

The duration of unemployment compensation benefits varies among the states. Some states provide payments having a uniform duration; in other words, the same fixed period of weeks for each claimant. Other states have variable benefit years determined on the basis of the individual's previous employment record. In this way, a worker who exhausts his maximum benefits in one year may be eligible for more benefits once a new benefit year starts.

The Labour Department had earlier announced its intention of seeking federal legislation in 1950 to require states to have minimum standards in amount and duration of benefits.

#### **Survey shows trend for longer vacations in U.S.A.**

The liberalizing of terms in connection with paid vacations, one of the outstanding features in the development of labour-management relations in the last decade, has been made possible by greater efficiency, improved technology, and increased productivity of American industry, according to an article in the November edition of the U.S. *Monthly Labour Review*.

Maximum vacation periods of two weeks or more have become widely accepted, as indicated in a survey of collective bargaining agreements made by the United States Bureau of Labour Statistics. During the survey 1,473 agreements in effect in late 1948 or early 1949 were analyzed and of these 93 per cent or 1,374 granted workers some type of vacation with pay. Out of every ten agreements having vacation provisions, nine stipulated two weeks or more as the maximum time allowed and 30 per cent contained provisions for more than two weeks after specified periods of service.

Progress made in the sphere of paid-vacation benefits is brought into relief by contrasting this recent survey with an earlier study in 1944 which revealed that only 1.5 per cent of the unionized plants covered gave maximum vacations of over two weeks. The present survey showed that fewer than five per cent of the agreements provided maximum vacations of one week or less; in the earlier study, 63 per cent of the agreements contained such a provision.

In choosing the type of plan, employers and employees may agree upon the "graduated" type or as an alternative, the "uniform" type. The former provide for a varying number of days or weeks, depending on the individual worker's length of service. The latter provide "flat" or equal vacations of the same duration for all employees who qualify.

As a rule, employers and employees have tended to be more favourable to graduated vacations. Employers consider them to be one means of reducing turn-over in the plants and as a reward to those who remain in their employ over a longer period of time. For their part, unions regard this type of plan as a means of increasing the total vacation time which employers are willing to grant. The Bureau survey revealed that more than 80 out of every 100 agreements analyzed provided for graduated plans.

The length of service required for vacation granted was not tabulated for all agreements included in the survey. However, on the basis of a sample 100 contracts, it was learned that among the 87 agreements providing a maximum three-week vacation 37 required 15 years' service. In the remainder of agreements, 10 stipulated less than 15 years, 20 required 20 years and 20 required 25 years.

Four weeks of paid vacation was provided by 11 agreements, nine of which required 25 years' service for qualification and two of which required 20 years' service. Of the two agreements providing for less than three but more than two weeks maximum leave, one stipulated eight years of service, the other 13 years.

With regard to vacation leave below the maximum, 78 of the contracts required one year's service for one week, and 60 called for five years of service for two weeks.

Employees were not called upon in any of the 1,184 agreements involving graduated vacation periods to accept less compensation than their regular earnings. On the other hand, the article points out, 13 agreements provided for greater pay during holiday leave than during the equivalent working period. In the case of the 130 uniform plan contracts, 30 provided greater vacation pay than normal earnings.

#### **Profit sharing in United States was reported by the Council of Profit-Sharing Industries at its annual conference in December, the largest held since its formation in 1947.**

#### **Profit sharing enlists further support in 1949**

Evidence of greater interest in profit sharing in the United States was reported by the Council of Profit-Sharing Industries at its annual conference in December, the largest held since its formation in 1947.



The Council is a national non-profit organization of companies that have or plan profit-sharing programs. Membership has shown substantial increases within the last year. In 1948, the Council reported only 90 members with 90,000 employees. This year it lists 155 members representing 240,000 employees.

*Business Week* (December 10, 1949), states that the history of profit sharing in the United States has been long but unspectacular. After a brief success about a generation ago it fell into decline, a process initiated by the depression and accelerated by the rise of trade unionism. Distrust for profit sharing developed early among unions which regarded it as paternalistic and anti-union.

Member companies of the Council state that profit sharing is an economically sound substitute for employer-financed pensions. These claims were directed to smaller firms which had expressed concern about company-paid pensions: (1) their lack of flexibility, so that even though business may decline the company must maintain its pension financing; (2) absence of a link between them and productivity.

Profit-sharing plans are flexible, the Council maintains, since they call for payments only when the employer shows a profit. Furthermore, the system provides for labour-management co-operation leading to increased productivity and greater cash return to workers.

Many employers find that profit sharing gives workers a new incentive to produce and that it is an effective weapon against socialism. The council, in addition, reports that only one profit-sharing company in the country has had a work stoppage in the last two years.

However, most firms warn that to be successful a plan should (1) include all workers in the company; (2) be "a real, honestly conceived plan (in which) the percentage of earnings to be distributed must be known and guaranteed at the start of a year;" and (3) give employees a feeling of sharing in management's functions too.

George Baldanzi, vice-president of the Textile Workers Union (CIO), who attended the meeting said that profit sharing could be considered acceptable to labour only in those unionized plants where basic wages and working conditions were satisfactory and where profit sharing was the result of negotiations between the employer and the union. He was of the belief that, in certain carefully controlled instances, the scheme might be one way by which industry could share some of its profits with the workers.

## **Studies of methods of communication in industry**

Recognition of the importance of effective methods of communications to good industrial relations has resulted in considerable attention being directed to this problem.

The Industrial Relations Section of the Department of Economics and Social Institutions, Princeton University, has recently completed two "on the spot" studies of the effectiveness of various methods, having particular regard to the functions of management and union in the total process of communications. The Section's findings are published in a report entitled, *Transmitting Information Through Management and Union Channels*.

The first case study was carried out in the New Brunswick, N.J., plant of Johnson and Johnson, large producers of surgical dressings and a variety of other products. The workers in this plant were represented by Local 630 of the Textile Workers' Union of America. The Bayway refinery of the Esso Standard Oil Company, with the Independent Petroleum Workers representing the employees, was selected for the second study.

"A study of two situations cannot pretend to offer a definitive answer to the question of what makes good communications," the report states, "nevertheless, the findings reveal certain elements common to successful efforts in communications." In both establishments the report notes the "efforts of all parties concerned to maintain peaceful and constructive union-management relations, and the recognition of the importance of satisfactory communications to the total operation of the plant or refinery."

In methods, the outstanding points in common were the use of the line organization as the core of communications and the acceptance of the union as of equal importance in getting certain types of information to and from the employees.

The communication systems of the two unions and managements revolved to a marked degree around meetings. Both companies have used printed media extensively and have issued periodically, or as occasion warranted, publications commonly considered to be the principal tools of an informational program—employee magazines, handbooks, annual reports, and supervisory manuals. But in spite of the fairly elaborate printed media, company executives stressed their greater reliance upon direct individual contact and meetings to gain understanding among management personnel, and upon personal relationships

among the first-line supervisors, union representatives, and the employees to gain understanding among the rank and file.

The two unions, with limited funds for printed materials, put even more stress upon person-to-person contacts.

The two studies, it is stated in the conclusion, "highlight the need for more careful consideration of methods of communications which can, in the process of communicating, test the degree to which the recipient understands what he is being told." In particular, they point up "the need of bringing the lowest levels of the management and the union more fully into the series of meetings which have proved to be an effective means of communication among upper management and union executive personnel."

An interesting article on the subject of informational programs for employers appeared in the November 5 issue of *Business Week* under the heading, "Safe-guard against Rumours: Information." It tells of the steps taken by the Ford Motor Company to acquaint its employees with the new pension program, and also reports on the methods used by other companies in keeping their employees informed. "More and more companies are telling employees what management is doing, what it's going to do, and why," the article declares. "There is less room for rumour, and more room for good relations, when employers tell workers what's going on in the plant."

#### **Cost of meals held a mandatory bargaining issue**

The area in which an employer must bargain collectively was further extended in the United States when the National Labour Relations Board ruled that the cost of meals in company-operated dining rooms is a mandatory bargaining issue, when no other eating places are available.

In the case of a timber company, the Board held that the distance of camp operations from the nearest town, and the lack of available public or company transportation, obliged the employees to eat at the company-owned facilities, and that the price of meals thus constituted "a condition of employment" within the meaning of the Taft-Hartley law.

#### **Union radio stations to broadcast Kaiser-Frazer programs**

The first major contract for a commercial program on a small network of union-controlled frequency-modulation stations has been signed by Kaiser-Frazer Corporation and six radio stations. Of these American stations

two are owned and operated by the International Ladies Garment Workers Union (AFL) and two are owned by United Auto Workers (CIO).

*Business Week* (December 17, 1949), reports that the contract calls for a year-long series of daily 15 minute programs beginning in early January. Some members of major unions see in the contract the beginning of what someday may be a national radio network, the article states.

The reason behind labour's interest in its own radio stations is the belief that only a labour broadcaster will present a fair analysis of labour matters.

At present about 75 FM stations are either owned and operated by unions or run by people sympathetic to labour, the article states. From time to time they co-operate on joint coverage of news. At the time of the CIO convention last year, for example, the stations worked together to make available to listeners portions of each day's proceedings.

Before the advent of FM, unions found it almost impossible to go into the radio business for two reasons. Broadcasting in the standard AM band is costly and the number of channels in that band is limited. FM with its lower equipment costs and more plentiful channels is giving labour its opportunity to enter the business and bring the hope of a national radio network closer to reality.

#### **Machinists advertise in radio, press to sell company's products**

To assure "continuity of employment and economic security", a United States local of the International Association of Machinists launched a pre-Christmas advertising campaign to sell its company's product, electric shavers, to union members. In an article of December 17, *Business Week* states that the local undertook the promotion drive in the belief that good labour relations and close co-operation mean good, secure jobs.

Several weeks before Christmas, *The Machinist*, IAM's nationally-circulated weekly paper, printed a double-page picture story of the local's machinists at work in their plant. The theme dealt with the workers' pride in the product they make and the "better than average" wages and working conditions.

In a radio broadcast, the local's officers expressed the conviction that "co-operation with fair-minded managements is to the mutual advantage of everyone." The president of the company and the Governor of Connecticut also appeared on the program.



The LABOUR GAZETTE in an earlier issue (L.G., Nov., 1949, p. 1343) described a similar union venture—an advertising campaign sponsored by a local of the Retail Clerks International Association on behalf of a New York department store.

**Court  
protects  
Negro  
firemen from  
discrimina-  
tion**

The principle that railroad employees may apply for an injunction against racial discrimination practised by unions, in violation of the Railway Labour Act, has been reaffirmed by the United States Supreme Court, according to *Labour Relations Reporter*.

The decision followed court action brought against the Brotherhood of Locomotive Firemen and Enginemen by twenty-one Negro firemen who sued the union because of certain agreements which it made with the southern railroads. The agreements classified Negro firemen as "non-promotable" and so deprived them of seniority rights. A federal district court had granted the firemen an injunction to restrain these agreements. The decision was later reversed by an appellate court.

**Italian  
legislation  
designed  
to benefit  
unemployed**

With the object of improving opportunities for employment and alleviating hardships familiar to the unemployed, the Italian Government has revised public employment office procedures, expanded vocational training facilities and increased unemployment benefits during 1949. The changes are elaborated in an article in the October issue of *Notes on Labour Abroad*, issued by the United States Bureau of Labour Statistics.

With the reorganization of the public employment service, a process underway during the past year, new procedures for registration and placements of applicants have been adopted. This service, controlled in large part by trade union groups until 1948, is now administered by the Government's provincial labour offices.

More effective placement and improved statistical data on the unemployed have

been made possible as a result of the new legislation, the article states. Employers are required, in selecting applicants, to hire exclusively through public employment offices except in such cases as the hiring of relatives living in their households, and to observe priorities based on the applicant's residence, seniority on the employment offices register, training and other factors.

In the field of vocational training, existing programs for adult workers were expanded and an apprentice training program was introduced. Courses for adult workers are available to the involuntarily unemployed and to certain employed groups who may be released temporarily to take the training. By July, plans had been completed for courses offering 100,000 unemployed workers training in occupations such as carpentry, radio repair, stenography, tailoring and agriculture.

Establishments offering apprenticeship training may be subsidized to the value of one-third the expense incurred in the training courses. The subsidies apply specifically to training given to persons under 18 years of age by artisan shops and by enterprises with less than five employees.

Under the new legislation compulsory unemployment insurance is extended to a substantial group of agricultural and clerical workers, previously outside the scope of the system. The maximum benefit period, formerly 120 days per year is increased to 180 days.

**Agricultural  
labour  
inquiry  
in India**

An inquiry into living and working conditions of agricultural workers, with a view to their improvement, has been undertaken by the Ministry of Labour of the Government of India, in co-operation with the Provincial and State Governments, the *Indian Labour Gazette* reports.

The inquiry will be carried out by means of questionnaires, designed to collect information on the general economic conditions of the villages to be covered, and on the employment and income structure, and size and earning strength of families in the villages selected.

# FREE TRADE UNIONS OF THE WORLD UNITE IN NEW CONFEDERATION

*As its name implies, the International Confederation of Free Trade Unions will have as a major objective resistance to Communism and totalitarianism in any form. The inaugural meeting of the new organization was marked by an impressive display of unity on the part of delegations from over fifty countries. Labour leaders from Canada played an active part in the proceedings of this first free World Labour Congress.*

Delegates from non-Communist trade union organizations in over 50 countries, with a combined membership of nearly 500,000,000 workers, met in London, England, November 28 to December 9, 1949, and set up a new international trade union organization—the "International Confederation of Free Trade Unions."

The permanent headquarters of the Confederation will be in the city of Brussels, Belgium. Paul Finet, Secretary of the Belgian General Federation of Labour was elected President and J. H. Oldenbroek, General Secretary of the International Transport Workers was elected General Secretary.

By coincidence, the meeting was held in the same room in London County Hall that saw the birth of the World Federation of Trade Unions just over four years earlier.

The post-war years saw the failure of attempts at united action towards trade union objectives, on the part of Communist and democratic labour organizations; and early in 1949 the leading free trade unions of the world severed their connection with the WFTU.

This break left the free trade unions without an organized international voice. At the same time, the Communist-dominated remnant worked aggressively to rebuild its losses, and had taken active measures to gain control of organized unions in Asia, particularly in China.

A preparatory International Trade Union Conference, attended by free trade union officials from over 30 countries, was held in Geneva, in June, 1949, at which initial steps were taken to organize a free trade union international. A Preparatory Committee was appointed with Paul Finet, General Secretary of the Belgian Trade Union Congress, as Chairman and Vincent Tewson of the British Trades Union Congress as Secretary. The duties assigned to this Committee were to draw up a constitution for the proposed new body and to summon the free and

anti-Communist trade unions of the world to a meeting in London on November 28, 1949. At the request of the Preparatory Committee, the British Trades Union Congress acted as convenors of the London conference and assisted in completing local arrangements.

The American Federation of Labour had remained aloof from the WFTU from its inception, taking exception to the inclusion in its membership of unions from Communist countries. While representatives of the Trades and Labour Congress of Canada attended the initial meeting of the WFTU, this organization withdrew its support early in 1946.

The Congress of Industrial Organizations and the Canadian Congress of Labour were charter members of the Federation and, together with members from other free and democratic countries, worked to reconcile the opposing elements in its membership. A meeting of the Executive Council in Rome in May, 1948, brought relations close to the breaking point. Pat Conroy, who had attended this meeting as representative of the Canadian Congress of Labour, reported later to the national convention of the CCL that an attitude of suspicion and distrust had pervaded almost all groups at the meeting (L.G., 1948, p. 1356).

A basic problem was the bitter opposition of the Communist majority within the WFTU to the Marshall Plan of aid to promote European recovery. Early in 1948 an international trade union conference was held—outside the WFTU—which issued a declaration of support for the European Recovery Program. To this meeting, both the AFL and the CIO sent delegates. The deterioration of relationships was hastened

*The LABOUR GAZETTE acknowledges the kind assistance of Messrs. Percy Bengough and Pat Conroy in supplying documentary material used in the preparation of this article.*



by the breakdown of negotiations between the WFTU and the international trade secretariats.

By the end of the year, it had become apparent that attempts at co-operation were futile; and early in 1949 the various free national labour organizations withdrew their memberships in the WFTU (L.G., 1949, March, p. 251; May, pp. 527, 535).

There were eight official Canadian delegates and 21 from the United States at the Conference. The latter was the largest single national group.

The personnel of the two national groups follows:—

***Trades and Labour Congress of Canada.***

—Percy R. Bengough, President; Claude Jodoin, Vice-President; Sam Finlay, Vice-President of the International Brotherhood of Boilermakers, Iron Shipbuilders and Helpers of America; and George Erasmuson of the International Chemical Workers' Union.

***Canadian Congress of Labour.***—Pat Conroy, Secretary-Treasurer; Fred Dowling, District Director, United Packinghouse Workers of America; Sam Baron, Canadian Director of the Textile Workers' Union of America; and J. E. McGuire, National Secretary-Treasurer of the Canadian Brotherhood of Railway Employees and Other Transport Workers.

***The Canadian and Catholic Confederation of Labour*** did not send any delegates, but the President, Gérard Picard, sent a

message expressing his regret that he was unable to be in London in time for the sessions of the Conference.

***American Federation of Labour.***

President William Green; Secretary-Treasurer George Meany; Vice-Presidents Matthew Woll, George Harrison, David Dubinsky, Charles MacGowan, William Doherty and George Delaney, Henry Rutz and Irving Brown.

***Congress of Industrial Organizations.***

Vice-Presidents Walter P. Reuther and Allan S. Haywood, and David McDonald, Michael Ross, Mrs. E. Peterson, Michael Quill, M. Kyne, H. W. Payne, I. Katz, Elmer Cope, Jay Krane and Guy Nunn.

***United Mine Workers of America.***

Paul K. Read.

Sinking their differences in regard to their respective national labour policies and organization, the American Federation of Labour and the Congress of Industrial Organizations, along with the Trades and Labour Congress and the Canadian Congress of Labour, united to achieve a common objective in the formation of the new international confederation.

The conference was called to order by Paul Finet, Chairman of the Preparatory Committee and the following conference officers were duly elected: Chairman, Paul Finet, Belgium; Vice-Chairmen, F. Aguirre, Cuba; K. Nordahl, Norway; and G. M. Adams, Barbados; Secretary, Vincent Tewson, Great Britain.



Photographed at first Congress of new world labour body, TLC delegates: George Erasmuson of the International Chemical Workers' Union; Claude Jodoin, Vice-President, TLC; Sam Finlay, Vice-President, International Brotherhood of Boilermakers; Percy Bengough, President, TLC.

Canada was represented on the conference working committees as follows: **Credentials**, James E. McGuire (CCL); **Constitution**, Percy Bengough (TLC) and Pat Conroy (CCL); **Standing Orders**, Sam Finlay (TLC); **Economic and Social Demands**, Claude Jodoin (TLC), and Sam Baron (CCL).

### Addresses of Welcome

Brief addresses of welcome were given by the Rt. Hon. the Chairman of the London County Council, Mr. J. W. Bowen, CBE, and by Mr. H. L. Bullock, Chairman of the General Council of the British Trades Union Congress.

Welcoming the delegates, Mr. Bowen recalled that "the first steps towards international trade union organization" were taken in London, where, in 1864, the "International Association of Working Men" was founded. "Its fundamental aim was, like yours, the union of working men of all countries for the emancipation of labour," he said.

Referring to the disappointment caused by the breakdown of the WFTU, Mr. Bowen said that at its inaugural meeting in London in 1945, there was enthusiastic support for its declared intentions. "Your assembly here today indicates that you are disappointed and dissatisfied with developments since that time."

### An Historic Milestone...

*"I consider that the outstanding feature of the London Conference was the prevailing spirit of international brotherhood. Divergent views were considered and harmonized in a most friendly manner. Differences generally became of less importance to the desire and intent to establish an International Trade Union Centre in the interests of freedom."*

*"I feel that the establishment of the Confederation of Free Trade Unions will prove an historic milestone in the progress of the workers throughout the world."*

**Percy R. Bengough,**  
President,  
Trades and Labour Congress  
of Canada.

January 24, 1950.

On behalf of his colleagues of the British TUC, General Council, and the members of the Conference Preparatory Committee, Mr. H. L. Bullock extended a welcome to the representatives of organized labour from "so many countries where the institutions of free citizenship, freedom of association, democratic rule, the right of free speech, and the independence of trade unions are acknowledged and enforced by law and custom and long tradition." Mr. Bullock pointed out that "standards of employment, methods of collective bargaining and trade union programs of reform, naturally vary from country to country." Nevertheless, he was convinced that universal economic well-being and labour's ideals of social justice and security find their ultimate sanction in the organization of free labour. "Denial or restriction of the elementary rights of free labour is an affront to human dignity, a threat to peace, and a source of totalitarian tyranny which we shall always and everywhere resist and strive to counteract. Forced labour anywhere is a menace to free labour everywhere," he asserted.

### Chairman's Opening Address

The Conference Chairman, Mr. Paul Finet, sketched briefly the circumstances leading up to the conference. He referred to the high hopes that had been entertained by the supporters of "international trade union solidarity" when the WFTU was founded in 1945. "Never had circumstances looked so propitious for realizing unity of action in the trade union movement," he declared.

The interdependence of economic interests among the Allied nations during the war years proved the necessity for a similar unity among the workers, which the war had helped to promote and which, it was felt, peace could not disrupt, and which would result in the maximum of freedom and well-being for all workers. "Such was the general expectation when the first talks were started which were to lead to the establishment of the WFTU," Mr. Finet asserted.

"But . . . no international working class action can be effective unless the workers' representatives are able to meet freely, to compare views free from constraint or from any pressure external to their organizations, and can pursue in reciprocal good will and confidence solutions acceptable to all and adapted to the existing circumstances," he continued.

When this concept came into conflict with an ideology "more absolute in its claims to universality than even Hitlerism had been, the workers' faith in the WFTU dissolved



like smoke." In less than four years, "a hundred proofs," indicated that "the WFTU was to serve as a propaganda instrument for an ideology which could never . . . be accepted by the free citizens of the Western democracies."

In the countries controlled by the USSR and the so-called "peoples' democracies," the action of the unions is limited to carrying out orders issued by the governments, Mr. Finet continued.

He declared that the attitude assumed by these states in connection with the European Recovery Program "marked the final failure of the attempt at collaboration launched in October, 1945." But, while admitting failure in attempts to co-operate with organized workers from the so-called "peoples' democracies," it was realized that men of goodwill could apply anew "the principle of complete democracy" in areas still open to trade union activity. Confidence and faith in that realization led to the decision to organize a confederation of free trade unions.

"Through this organization," Mr. Finet declared, "we shall help the workers to attain freedom in those countries," where economic progress has been backward. New methods to protect workers from exploitation will be speeded up. Workers will be helped to learn the difference between a so-called "people's democracy and real democracy," how to "reject the former and cultivate the latter." . . . We shall seek to create everywhere the conditions of social life without which society would be no better than a herd. . . . We shall resist war, and . . . not make the emancipation of the workers in our own countries dependent on the slaughter of the workers in neighbouring countries. We are supporters of international co-operation in all fields and we are prepared to give practical study to all methods of mutual aid. . . . The welfare of the workers will be our sole criterion and will determine our ultimate choice. . . . We are waging a struggle against reaction. . . either from the right or from the left. . . . In the new International of Free Trade Unions we shall endeavour not to tarnish the name and to honour the idea more devotedly. . . . By creating a trade union international whose activities are inspired by the principles of democracy, we shall serve effectively the causes of liberty, social justice and peace."

### Christian Trade Unions

Opinions clashed on the question of admitting to memberships the Christian (mainly Roman Catholic) trade unions of

some European countries. It was described by Walter Reuther, leader of the CIO delegation, as "the one explosive issue" of the Conference.

The dispute had its origin in the failure of the Preparatory Committee to send invitations to any of the National Christian trade union centres, except that of France. The Committee felt that a greater measure of authority to deal with this question would rest in the full Conference.

### Sound and Progressive...

*"The Canadian Congress of Labour not only regards the formation of the International Confederation of Free Trade Unions as the first organized break in Communist expansion throughout the world in the trade union field, but also accepts it as a needed instrument in a positive sense—one that will be applied in the interests of workers everywhere. Its chief task will lie in the sphere of bringing about fundamental changes in conditions of life for workers in all countries, and particularly in the backward areas. In this field of activity its greatest work must be accomplished."*

*"We believe that with the organized trade union movement in Canada solidly behind the Confederation, the contribution of Canada to its progress will be substantial. Both the Trades and Labour Congress of Canada and the Canadian Congress of Labour are at one in their desire to lend all possible support in developing a sound and progressive international trade union organization that will truly represent the best interests of the workers the world over."*

**P. Conroy,**

*Secretary-Treasurer,  
Canadian Congress of Labour.  
January 20, 1950.*

This action was challenged on the first day of the Conference by a leader of the Italian delegation, who threatened the withdrawal of his federation from the new international unless the decision was reversed.

Supported by William Green and Walter Reuther, leaders of the American Federation of Labour and the Congress of Industrial Organizations respectively, a resolution was proposed by David Dubinsky (AFL) and seconded by H. W. Payne (CIO), which asked that a special committee be set up to inquire into the eligibility of national centres that had not been invited. This proposal was supported by the CCL and TLC; and J. E. McGuire, of the CCL delegation, was named as head of the special committee. Eventually, it was agreed that the terms of reference of the credentials committee be extended to include this decision, with the proviso that the problem should be discussed again when the Credentials Committee made its report.

The compromise put forward by the Credentials Committee in its report was that the Christian centres concerned should be invited to attend the conference and constituent congress, with full and equal rights and responsibilities, on the understanding that before the next congress in two years' time, they should accept and give effect to the principle of one trade union international.

As these Christian centres were, at the time of the London conference, affiliated to the International Federation of Christian Trade Unions, the resolution was understood to mean that if some or all of them join the new international (ICFTU) and decide to remain in it after two years, they will have to leave or disband the Christian international.

Following the adoption of the Credentials Committee's proposal, an invitation was sent by cable to Mr. Gérard Picard, President of the Canadian and Catholic Confederation of Labour, to attend the Conference. At that late date Mr. Picard was unable to make the long trip to London; but he sent a cable expressing his regret that it was impossible for him to be present.

### Attitude on Communism

The anti-Communist, anti-totalitarian spirit of the conference was summed up in the following resolution, directed specifically to the workers who are under Russian domination.

The Congress declares that the so-called trade unions of the countries of Central and Eastern Europe under the domination of Communist-totalitarian regimes imposed

against the will of those peoples are not free, independent and democratic organizations which defend the interests of the workers, but governmental instruments designed for the organized exploitation of workers for the benefit of a State capitalism serving the USSR, the principal beneficiary.

The Congress protests against the system of workers' exploitation and the concentration camps, forced labour camps and military organization of workers' units and against the suppression of civil rights.

The Congress demands the right of free association, the right to formulate demands regarding conditions of work, the right to strike and the restoration of civil rights. The Congress demands an investigation of the status of workers in countries under Communist dictatorship to be undertaken by a competent international organization.

The Congress affirms its solidarity with all the oppressed workers of the countries of Central and Eastern Europe that are under Communist dictatorship and expresses the hope that in the future these workers will collaborate within the new free Labour International through their own free, independent and democratic trade unions, together with the other free trade unions of the entire world.

The resolution was endorsed unanimously.

### Relations with International Trade Secretariats

There were 17 active International Trade Secretariats in 1949. Of these, much the largest was the International Transport Workers. Its headquarters were moved from Amsterdam to London at the beginning of the second world war. It has 145 affiliated unions in 52 countries and maintains branch offices in New York, Bombay, Rome and Singapore. The Secretary is J. H. Oldenbroek, who was elected General Secretary of the ICFTU at the London conference.

The Secretariats were reported to be willing to co-operate with the WFTU when it was founded in 1945, provided they could be assured of their own essential independence in dealing with matters which were their own special concern. However, they subsequently decided that their independence was threatened, particularly by the attitude of the Soviet unions. As a result, in order to strengthen their position they set up a permanent co-ordinating committee of their own.

The Constitution Committee presented the following resolution designed to establish close working relationships with the Trade Secretariats:—

*This Congress* believing that the full success of the International Confederation of Free Trade Unions can only be achieved by closest possible relationship between all free trade union organizations whose aims are directed towards achieving for their members freedom, social and economic justice and universal peace.





**CCL delegates to the London Conference of the ICFTU: Fred Dowling, District Director, United Packinghouse Workers of America; Pat Conroy, Secretary-Treasurer, CCL; J. E. McGuire, National Secretary-Treasurer, Canadian Brotherhood of Railway Employees and Other Transport Workers; Sam Baron, Canadian Director, Textile Workers' Union of America.**

*Reaffirms* the desire expressed by the Preparatory International Trade Union Conference in Geneva for the closest possible consultation and collaboration between the International Confederation of Free Trade Unions and the International Trade Secretariats and welcomes the sentiments expressed to this end by the International Trade Secretariats at their conference in Paris on 8th and 9th of November, and

*Authorizes* the Executive Board to enter into early consultation with the International Trade Secretariats with a view to concluding such arrangements as will insure the most effective collaboration and reciprocal representation on a consultative basis between the International Confederation of Free Trade Unions and the International Trade Secretariats and the conclusion of arrangements for mutual assistance in the field of trade union organization.

The resolution was approved.

### **Participation of Canadian and U.S.A. Delegates**

#### ***Canadian Labour Versus Communism.***

—Speaking on behalf of the Trades and Labour Congress of Canada, President Percy Bengough declared that he and his fellow delegates from TLC were proud to

take their places in the formation of the new confederation. He stated that the TLC had remained aloof from the WFTU because "we did not like the look of it. We did not believe that it was possible to have a true expression of the workers through the mouths of puppets from State-owned and controlled institutions, irrespective of the title under which they were masquerading."

He stated that the workers of Canada were fully aware of the menace of Communism and the difficulties encountered in combating them. While loath to adopt totalitarian methods, the TLC, Mr. Bengough said, had "very definitely decided that for the preservation of our (Labour) movement," it was necessary to apply restrictive measures against those who seek to use and in the end destroy it. Having recognized the Communist purpose in fomenting general strikes during political crises, the TLC had carried on "a more or less continuous campaign among its members stressing the need of living up to employee-employer agreements and the fallacy of participating in any type of sympathetic strike." He said that the

Canadian Congress of Labour was also "taking very active measures to eliminate Communists from the ranks of their organization."

In conclusion, Mr. Bengough said that "the organized workers of Canada are of one mind on the issue of Communism. They want no more of it. The freedoms that we cherish have been used and abused by these wreckers to such degree that we want no more and will have no more of them and their works. Such being the fixed belief based on experience at home, it follows automatically that we welcome the advent of this international organization. I pledge our full support to this International Confederation of Free Trade Unions."

#### ***Plea for Unity Among National Bodies.***

—During the debate on the aims of the new confederation, Pat Conroy, Secretary-Treasurer of the Canadian Congress of Labour, appealed to the delegates to close their ranks at home in order to present a united front in international councils. Organized labour in every country should strive for "joint thinking and joint action," he said.

"It seems to us," he continued, "that it is obvious that it is not enough to come here and plead for international unity, if, at the same time, there existed disunity at home." He admitted that there was a measure of disunity in the ranks of Canadian organized labour, and claimed that "if we had a united trade union movement in Canada, its influence in the (international) movement would be much greater than it has been."

Mr. Conroy asserted that "on the North American continent we have not come to the full implication of joint political and economic thinking. Every one of us representing a nation where disunity in the trade union field exists has a moral obligation to workers everywhere to make a maximum contribution to the elimination of obstructions." He felt that the declaration of "aims" was an historic document because it presents the objectives of "free" unions from many countries and unless workers and their organizations were free, they could not have permanent social security.

Mr. Conroy stressed the need for efficient regional organization. Backed by the Confederation, the regional bodies could the better work for the removal of specific inequalities and injustices that were peculiar to their respective areas.

#### ***Mr. Green Pledges AFL Support.***

William Green, President of the American Federation of Labour, said that the winning and expansion of the economic rights of the working people of all countries must be the

basic aim of the confederation. Without full economic citizenship and democracy there can be no lasting social security or social justice. Without such healthy and growing economic citizenship there can be no enjoyment of genuine democracy throughout the world, he said.

Mr. Green defined *bona fide* economic democracy from the workers' standpoint as, first of all, the right to organize into unions free from controls, manipulation or domination by governments, political parties or employers—whether the latter be private or State. He emphasized the right of labour to free choice of employment, the right to collective bargaining and an adequate voice in the economic policies and economic life of every nation. He declared that the right to strike was an inalienable right and that social security was an indispensable duty of every democratic society. This implies, he said, the right of labour to share adequately in the benefits of increased productivity. To attain these, free labour throughout the world must meet the challenge and defeat the growing menace of forced labour—"no matter in what country this deadly evil manifests itself".

He asserted that "we want to use our technical knowledge and industrial strength to help the weak become stronger, not to exploit them. We want to help the weak become far more prosperous and completely free as sovereign independent nations, enjoying all democratic rights. . . . That is why we want a strong, militant International Confederation of Free Trade Unions. We are ready to give our all to such a movement."

#### ***CIO's Attitude on World Affairs.***

Walter Reuther, Vice-President of the Congress of Industrial Organizations and head of the CIO delegation to the conference, said that the hope of world peace and prosperity depended on a free international labour movement and asserted that workers in the United States were equally opposed to all imperialism "whether it is from the Kremlin or from any other country, or whether it has the dollar sign upon it".

He declared that the Communists were "a phoney left" and that it was the job of free trade unionists to convince their fellow citizens of this. He admitted that the CIO had disagreed with the United States State Department's foreign policy on a number of matters. It must be made very clear, he said, that the CIO will support the State Department only so long as its policies were in keeping with what the CIO regarded as the basic needs of the peoples overseas.



Mr. Reuther viewed the world's problems primarily in terms of distribution. They had learned, he said, "how to produce abundance, but had not geared that knowledge to systems for the fair distribution of abundance".

## Social and Economic Demands

As the reporter for the Preparatory Committee, Mr. Irving Brown, European Representative of the American Federation of Labour, outlined the Committee's stand on social and economic demands, by presenting, what he termed, "a general economic survey".

He enumerated several of the economic problems that are confronting the world at present: (1) reconstruction after the ravages of war; (2) expansion of production to higher levels than in pre-war years; (3) reopening and expansion of world markets, to achieve a world economic balance; (4) attainment and expansion of high standards of living, as a humanitarian goal as well as an important factor in high production; (5) elimination of unemployment, and economic and social insecurity, while, at the same time, maintaining freedom of labour; (6) overcoming the conscious, deliberate forces of economic disruption in the world.

These issues, Mr. Brown declared, "take form as national, regional or continental tasks," and it was in the light of these regional experiences in meeting them, that the problems may be fully appreciated. He reviewed the current economic situation in three of the main world areas; "Europe," "underdeveloped areas" and "the Americas" from the standpoint of the workers. The maladjustments, political and commercial barriers between eastern and western Europe, forced labour in Soviet dominated areas and severe unemployment in portions of western Europe, the effects of the Marshall Plan for European recovery, were some of the phases of Europe's economic problems sketched by Mr. Brown. He held that "the breaking down of frontiers, removal of customs' barriers and other restrictions to the free flow of men and materials remain as the way out of this dilemma". In any case, labour must stress its determination to eliminate unemployment and attain full employment, "*but only in a system which guarantees free labour*". "We are striving for security, but not economic slavery," he declared.

In contrast with "highly industrialized" Europe, the problems of "underdeveloped areas" of portions of the world, Mr. Brown pointed out, were not so much of repairing and reconstructing as of the creation of industrial organization. Capital investment

and technical assistance were needed to eliminate poverty and misery. "Labour unions," he declared, "must play a role in seeing to it that the expansion of industry in these areas is a human thing and not merely a form of outside domination in the interests of a few."

Mr. Brown stated that "the United States came out of the war with over 50 per cent of the industrial resources of the world. This," he admitted, "posed certain problems as well as responsibilities." He declared that in spite of differences in historical backgrounds, traditions and industrial development, working men throughout the world have common goals in fighting for economic and social security and human rights." He contended that the trade unions must share increasingly with such agencies as UNO, ILO and related bodies in promoting human welfare.

## Introductory Comments on the Constitution

The personnel of the Constitution Committee was selected from representatives of trades unions in Sweden, Grenada, St. Lucia, Chile, India, Japan, The Netherlands, the United States, Germany, Great Britain, Belgium, Canada, Brazil, Austria, and Cuba. The Canadian members were Percy Bengough (TLC) and Pat Conroy (CCL).

The Committee elected Arthur Deakin of Great Britain, Chairman; Isidore Smets, Belgium, Vice-Chairman and J. H. Oldenbroek of the International Trade Secretariat, Adviser.

Mr. Deakin presented the charter for the new Confederation as drafted by the Preparatory Committee. He stated that the broad outlines of aims and purposes had been set out at the conference in Geneva in June and the Committee had tried to fill in those outlines—to define those aims and to present proposals—that would make it possible to achieve them. He emphasized the necessity of restricting membership to *bona fide* trade union bodies. "The company union in its various forms" and the "State stooge" unions were unable freely to determine trade union policy independently of their employers or their Governments as the case might be. Thus, agreement with them, he pointed out, would have to be on their terms, to the disadvantage of the free trade unions.

Similarly, it was essential to exert great care in establishing relationships with other associations outside the trade union movement. "Trade unions," he said, "are bound to have relations with political parties, with

other units in a free society, with Governments. But the trades unions must manage their own affairs." He continued, "they elect their own officers and executive bodies; they make their own rules; they conduct, and are responsible for, their own negotiations. They do not await instructions from employers or political parties. They are not beholden to Governments for the right to operate, or for the prescription of the area within which they may function."

The test of the *bona fide* trade union, therefore, Mr. Deakin asserted, "is on the one hand, freedom from interference by employers, and on the other freedom publicly to criticize the Government of the day, to organize to change the policy of that Government and to change by the known and constitutional processes of democracy the Government itself, without fear of individual reprisals." He referred briefly to other phases of the draft constitution, among them, the problems of poverty; countries in which industrial development had been retarded; conditions in non-self-governing countries; the abolition of forced labour; the menace of Communism; the maintenance of full employment; repairing the ravages of war; the establishment of regional agreements; financial obligations to be met by affiliated bodies; administrative machinery and its function in the new body; and the relationship with international secretariats.

## The Constitution

**Preamble.**—The preamble proclaims the right to social justice; to work and to choice of employment; to security of that employment and of the workers' persons; the right of all peoples to full national freedom and self-government and to the progressive realization of this where it was not enjoyed; to democratic means of changing governments; to champion the cause of democracy and to combat direct and indirect totalitarian aggression.

**Aims.**—Among the aims of the organization are: "to establish a powerful and effective international organization composed of free and democratic trade unions, independent of any external domination and pledged to the task of promoting the interests of working people throughout the world and of enhancing the dignity of labour;" to protect, maintain and expand the system of free labour and to eliminate forced labour everywhere.

**Membership.**—All *bona fide* trade union centres accepting the aims and constitution of the International Confederation of Free

Trade Unions shall be eligible for membership. The autonomy of affiliated organizations is guaranteed.

An organization shall have the right to withdraw from the Confederation subject to giving three months' notice, but must not be in arrears financially at the time the notice is submitted. The Executive Board shall have the right to expel a member organization after charges have been preferred for action deemed to be in contravention of the constitution, or against the interests of world labour. Provision shall be made for a hearing on charges before a decision is rendered.

Individual *bona fide* trade union organizations, which accept the aims and constitution of the Confederation may be admitted into affiliation, provided that the Executive Board, following consultation and agreement with the affiliated national centre, or national centres of the country concerned, is satisfied that such affiliation is desirable.

**World Labour Congress.\***—In the interpretation of the constitution and in the determination of the policy and program of the Confederation, the supreme authority shall be the World Labour Congress. Representation at that "Congress" shall be of affiliated national centres and individual trade unions on the following basis:—

Up to 100,000 members—one delegate.

Between 100,000 and 250,000 members—two delegates.

Between 250,000 and 500,000 members—four delegates.

Between 500,000 and 2,000,000 members—six delegates.

Between 2,000,000 and 5,000,000 members—eight delegates.

Over 5,000,000 members—ten delegates.

Representatives of other international trade union organizations shall attend the World Labour Congress subject to such arrangements as the Congress General Council, or Executive Board may authorize. All delegates shall have the right to speak at Congress meetings with respect to matters on the agenda of the Congress. Delegates of affiliated national centres and individual trade unions shall have the right to vote.

The Congress shall be convened every two years. It shall consider and decide upon the nomination and election of the General Council, Executive Board and other bodies as shall be required to conduct or supervise the business of the Confederation; receive financial reports and budgetary proposals.

\* The biennial meetings of the Confederation. Alternative titles are under consideration.



**General Council.**—The General Council shall be comprised of representatives of each affiliated organization. They shall be elected by the World Labour Congress, the basis of representation being:—

Up to 1,000,000 members—one member.

Between 1,000,000 and 3,000,000 members—two members.

Between 3,000,000 and 5,000,000 members—three members.

Over 5,000,000 members—four members.

Nominations for the General Council shall be submitted by affiliated trade union organizations concerned, which shall be entitled to appoint a deputy to replace a member unable to attend a meeting.

The General Council shall meet in the years between two World Congresses. It shall receive reports of the Executive Board and the statement of accounts for the preceding year; approve the budget for the year following; consider (in the light of the report of the Executive Board, action that may be necessary to give effect to decisions of Congress; and by election, fill any vacancies in the Executive Board and offices of the Confederation.

**Executive Board.**—There shall be elected by Congress an Executive Board of 18 members nominated by the respective areas as follows: Africa, one; Asia and Middle East, three; Australia and New Zealand, one; Europe, three; Great Britain, two; Latin America, two; North America, four; West Indies, one. In addition, the General Secretary shall be an ex-officio member of the Board. In the event of a member being unable to attend a meeting of the Executive, he shall invite one of the substitutes elected for his area to attend in his place.

The Executive Board shall meet not less often than twice a year. It shall be responsible for directing the activities of the Confederation and giving effect to the decisions and recommendations of the General Council and Congress. It shall also have the authority to act on behalf of the Confederation, its decisions being subject to ratification by the next following meeting of the General Council or Congress. In addition, it shall prepare draft agenda for each Congress and each meeting of the General Council and shall transmit them to each affiliated organization at least four months in advance of the respective meetings.

The agenda for the Executive Board meetings shall be prepared by the General Secretary and circulated, with appropriate documents, to reach members of the Board not less than two weeks in advance of the meetings.

The Executive Board shall fix the dates and places of the meetings of the Congress and General Council of the Confederation from proposals made by the National Centres.

Immediately following its election by the Congress, the Executive Board shall elect from amongst its members a Chairman, who shall officiate as President of the organization at all meetings of the Executive Board, the General Council and the Congress. It shall also elect five of its members as Vice-Chairmen.

The General Secretary shall be elected by the Congress from nominations received from affiliated organizations.

**Regional Machinery.**—With a view to giving special attention to problems affecting workers in single areas or regions, and in order to seek to further the aims and objects of the Confederation, regional machinery shall be established for such continents or areas as may be determined by the Congress or General Council.

Affiliation fees shall be on the following scale:—

Up to 5,000,000 members—three pounds sterling per annum per one thousand members or part thereof. For additional members over 5,000,000—two pounds sterling per thousand members or part thereof.

### **Memorandum on Regional Machinery**

The affiliated bodies represented at the London conference recognized that the establishment of regional machinery would be essential to the satisfactory administration of the Confederation. This problem was fully canvassed by the constitution committee which prepared a special memorandum on the subject for consideration by the conference.

In it, the Committee stated that "there should be no fears that it (the Confederation) will seek to create a central organization trying to dominate its affiliated organizations. . . . In fact it will be the duty of the Confederation to develop its machinery so as to secure a decentralization of activity on matters which regional machinery can undertake and which are not the prime and constitutional prerogatives of the central organization."

The memorandum reviewed at length some of the complexities involved in setting up regional machinery. In the first place, it was pointed out that in various areas of the world national trade union centres have already established their own consultative machinery to discuss questions of mutual interest and to determine common policies. However, the scope of

these relationships vary considerably. In some cases they include sub-continent, in others three or four countries only. There are too, wide areas with no trade union groupings.

In its attempts to work out some general regulations under which regional machinery might operate the committee decided that circumstances differed so widely from region to region, as to make it impractical for the time being, "to commit the Confederation to the precise form which its regional organization should take".

The Constitution Committee, therefore, recommended that "in order to secure the necessary flexibility in the early stages of regional operation", Congress should charge the Executive Board to:—

- (a) proceed with all speed to assist those national centres in greatest need of help by arranging personal contact . . . for the purpose of building up free trade union organization.
- (b) establish contact with those regional trade union groupings already functioning. . . .
- (c) ascertain the views of all affiliated national centres on the area to be included in a region . . . on the form of machinery. . . .
- (d) take preliminary steps necessary to institute provisional regional machinery in certain areas . . . as an integral part of the Confederation.

It was suggested that the Executive Board should be charged also with the task of examining the information and experience so gained with a view to formulating draft regulations for a world-wide system of regional machinery to be presented to the General Council or the Congress for consideration as soon as possible.

The discussion on the constitution indicated that the new Confederation will strive to obtain a wide measure of agreement in reaching conclusions, rather than relying on simple majority votes. Provision was made for ordinary and card votes, depending upon requirements or necessity. Motions for the admission, suspension or expulsion of an organization must secure a two-thirds majority.

A resolution was unanimously adopted opposing the participation of Franco Spain in either the Marshall program for European recovery, or the Atlantic Pact. All trade union centres were urged to support the efforts of the anti-totalitarian

forces in Spain and to refuse assistance of any kind to the Franco regime, until full trade union rights have been restored to Spanish workers.

The 18 member Executive Board includes Percy Bengough, President of the Trades and Labour Congress of Canada; Pat Conroy, Secretary-Treasurer, Canadian Congress of Labour; William Green, President of the American Federation of Labour; and Philip Murray, President of the Congress of Industrial Organizations.

## Manifesto of ICFTU

The Conference issued a manifesto urging the "workers of all countries, races, creeds—workers in factory, field and office, and all other groups" to unite with the ICFTU:—

(1) "to achieve a world in which men can be both free and secure and in which peoples of all nations may live in peace with each other."

(2) to gain a world "in which people are free from the tyranny of Communist-Fascist, Falangist and any other form of totalitarianism, as well as from the domination and exploitation of concentrated economic power in the hands of cartels and monopolies."

(3) to support with all their strength "the efforts of the peoples suffering under police-state rule . . . to free themselves from totalitarian oppression."

The manifesto declared that human dignity depended upon: (1) freedom of thought and speech and assembly; (2) freedom to organize in trade unions, to bargain collectively with employers—with the right to strike when necessary; (3) freedom of all peoples (including those in colonial or semi-dependent status) to determine or change their political, economic, or social institutions by democratic means.

It asserted that "economic and political democracy were inseparable" and demanded "full participation of worker organizations in economic decisions affecting planning production and distribution."

It maintained that when "vested economic interests block the road to human progress, private planning for profit must yield to public planning for people."

It held that "a movement of free and democratic peoples—united in a common effort to achieve economic security, social justice and political freedom—is the only basis on which lasting peace can be established."



# International Study of EQUAL PAY FOR WORK OF EQUAL VALUE

*Equal remuneration for men and women workers for work of equal value is one of the questions to be considered at the 33rd Session of the International Labour Conference which will meet in Geneva next June. The Conference will seek to determine whether international regulations on this subject are appropriate and if so what they should be. In preparation for the discussion, the International Labour Office has issued a preliminary report<sup>1</sup> setting out the law and practice in the different countries and developing questions which member nations are requested to answer as a basis for discussion at the Conference.*

The ILO Report on equal pay for work of equal value undertakes to outline the problem and to develop certain basic questions out of a study of existing data. These questions are: what exactly is meant by the terms used; what action may be contemplated in the fields where governments may determine, control or influence conditions of remuneration; what complementary measures would help to solve some of the problems of women workers in the employment market and thus indirectly raise the relative level of their remuneration.

The Constitution of the International Labour Organization as originally adopted in 1919 proclaimed the "special and urgent importance" of "the principle that men and women should receive equal remuneration for work of equal value". The principle was repeated in the amended constitution of 1948. So far it has not been embodied in a convention binding upon the member states, but it has been reiterated in various recommendations, as in 1944 in the Employment (Transition from War to Peace) Recommendation. This Recommendation urged that "in order to place women on a basis of equality with men in the employment market . . . steps should be taken to encourage the establishment of wage rates on the basis of job content, without regard to sex". The Preamble to the United Nations Charter reaffirmed "faith . . . in the equal rights of men and women", and the Universal Declaration of Human Rights adopted by the United Nations General Assembly on December 10, 1948 formally states that "every one, without any discrimination, has the right to equal pay for equal work". It is clear that the principle has gained general acceptance but differentials between men's and women's wage

rates still prevail. The extent of the differential is often unwarranted by the respective efficiency and capacity of the two groups of workers, but arises from historical developments and traditional attitudes towards women's work.

Women represent an integral and substantial part of the labour force. In France they represent about one-third of the gainfully employed. Statistics back to 1866 in France show that there has been little change in the proportion of women employed although there is considerable change in the range of occupations in which they work. In the United Kingdom, 5,627,000 women were in civil employment in June, 1948 as compared to 4,837,000 in June, 1939. In the United States there has also been an increase in the employment of women in the past ten years, so that in January, 1949 women accounted for 28.2 per cent of the total civilian labour force. In the USSR in November, 1939 women composed 43.4 per cent of all wage-earners.\* These facts indicate the large group of people directly concerned. Primarily there was support for equal pay so as to support men's wages and prevent their being levelled down by the employment of women at lower rates. The Report points out that non-discrimination between men and women workers should be achieved not only as a measure of social justice but to promote rational utilization of the available labour supply in the interests of production.

A considerable body of national laws and regulations and of decisions of wage-fixing

<sup>1</sup> Equal Remuneration for Men and Women Workers for Work of Equal Value. International Labour Office, Geneva.

\* In Canada there were estimated to be 1,160,000 women in the total estimated labour force of 5,253,000 on August 20, 1949. D.B.S. Labour Force Bulletin No. 12.



**"Lumberjills" in the fore  
of Queen Charlotte Islan  
off the coast of B.  
work alongside profession  
lumbermen.**



**Volume controls of man  
model radios are examin  
by men and women  
spectors.**

*During the war years wom  
were successful in many oc  
pations previously barred  
members of their sex; a  
the principle that they sho  
receive the same pay as m  
for work of equal value v  
increasingly accepted.*



bodies shows that some experience has already been gained in an effort to apply the principle of equal pay for equal work. Some countries, including France, Italy, Mexico, Brazil, have embodied it in their constitutions along with other basic principles of social policy. Some legislation such as the Equal Pay Law of 1944 in New York State attempts to set out and enforce specific requirements. Workers' organizations generally favour it; employers' organizations do not seem generally to challenge the principle but some employers' groups maintain that differential rates are justified on the ground that the over-all value of work done by women is less for employers than of work done by men, in view of the special costs to the employer resulting from particular factors in the employment of women. The Report concludes, after reviewing the prevailing situation, that the time is ripe for the Conference to consider international regulations.

The first question which member nations are asked to answer is, assuming that they favour international regulations on this subject, whether the regulations should take the form of a Recommendation presenting

comprehensive practical suggestions, or a Convention with certain strict obligations upon Member States, accompanied by a Recommendation covering points on which strict obligations are not considered feasible. The question has been placed on the Conference agenda for "first discussion" under the ILO "double discussion procedure;" which means that final decisions will not be taken until "second discussion" at the 1951 Conference.

### Definition

The second important question for discussion will be what is meant by "equal remuneration for men and women workers for work of equal value". Studies of attempts to deal with actual conditions in implementing the principle lead to three general conclusions. First, remuneration should be interpreted as including not only the wages or wage rates but also the various bonus or other allowances and seniority systems which are a part of the remuneration. Second, by implication, remuneration should be proportionate to the value of the work. Differentials in wages would con-

## International Labour Conference to Consider Adopting Convention on Equal Pay.....

In considering whether to adopt a Convention on the subject of equal pay for work of equal value, the International Labour Conference will study various methods by which governments might make the principle effective, such as the following—

Application of the equal pay principle to all government employees, or workers in state-controlled enterprises;

Application of the principle in regard to work executed under the terms of public contracts;

Equalization of statutory minimum wage standards for men and women workers;

Legislation to apply the principle to industry generally;

Encouragement of voluntary application of the principle through collective bargaining;

Encouragement of the establishment of job evaluation standards so as to facilitate application of the equal pay principle.

The Conference will also seek to evolve a precise definition of the equal pay principle, giving due emphasis to the need for specifying that the principle applies only where work of equal value is performed. The objective is that rates of pay should be based on job content and not on the sex of the workers.

form to the principle if they were based on an evaluation of the work including any discrepancy, if such appears, between the value of the work of women and that of men. Third, occupations should not be compared which are different in character. It would be irrelevant to raise the question of the relative value of the work of a woman weaver and a man soldier since various economic, social or historical conditions determine wage rates in different occupations. Comparison should be made only where remuneration is established by the same procedure.

The different interpretations that have developed of what constitutes "equal remuneration for work of equal value" fall broadly into three classes: (1) remuneration based upon the relative job performance of men and women on the same or similar jobs; (2) remuneration based on the value defined with reference to cost of production or over-all value to the employer; and (3) wage rates based on job content without regard to sex.

The first interpretation has developed where men and women are employed differently on the same kind of work and the value of the work is based on an appraisal of the job performance of women as compared to men. The situation during the war, when it was necessary to recruit women workers to replace men who had been drafted into the armed forces, provided the most typical cases of this kind. In Australia the Women's Employment Board had the responsibility of assessing the rates of pay of certain groups of women by comparing the efficiency of women in the performance of the work with the efficiency of men. The rates of pay were required to lie between 60 and 100 per cent of the rates paid to men on "substantially similar" work. In a variety of metal trades and engineering jobs a differential of 10 per cent was established between men's and women's wage rates. Among the reasons given for the lesser productivity of women were lesser physical strength, the statutory limitations on weight lifting, making it necessary either to increase the number of women employed or to engage a man to assist a group of women, and the higher absenteeism among women workers.

In Canada, the National War Labour Board dealt with the matter in a somewhat different way. Women workers were considered together with youths and less experienced or less capable men who had to be engaged to perform work done before the war by experienced men. The Board was prepared to deal with applications made by employers for the establishment of new and

lower paid classifications within an occupation for which classifications had already been made. Two principles were established: each application was considered on its merits without wholesale consideration of the relative value of women's performance in general; and the skill and ability required for the new job were assessed in relation to the skill and ability required for the existing classification.

The important notion introduced thus by the Canadian War Labour Board was that, while the rates were in all cases based on an evaluation of the work done by women as compared to man's performance, they called also for an evaluation of the relative skill and ability required in connection with a new and lower paid classification.

The second interpretation is where value of work is defined with reference to the cost of production or over-all value to the employer. "Over-all value to the employer" attempts to distinguish between the value of the service rendered in relation to a given unit of work, and the over-all value of the employee's services over the whole period during which he or she remains in employment. In considering costs of production, special costs of production entailed in the use of women's as compared to men's labour may be specific factors immediately related to particular jobs, or general permanent factors claimed to affect both cost of production on a unit of work and the over-all costs. The Report recounts the experience of the National War Labour Board in the United States. The Board was prepared to consider claims that additional labour costs were incurred where additional supervision or service was required, but differentials were only permitted where it could be established that there were ascertainable and specific added costs to the company resulting from the use of women.

The general factors are those which are deemed to increase costs of production and to involve special overhead costs, thus reducing in the long run the over-all value of women's work even when their efficiency and output is equal to that of men on a unit of work. Experience relating to these factors is considered in detail in the Report. The first of these is physical strength. The Report holds that the lesser physical strength of women tends obviously to exclude them from heavy industries and work involving strenuous muscular effort. This consideration therefore affects the utilization of the labour force rather than the remuneration of women. In any case, experience has shown also that it is not easy to reach agreement as to the relative value of the strength factor. It has been contended that such qualities as dexterity,



speed and precision should be rated as highly as sheer physical strength.

It is sometimes held that statutory restriction upon employment of women is another factor increasing labour costs where women are employed. Overtime is sometimes limited by statute, and in practice weekly or daily hours of work of women are less than those of men. Women may not be available to work beyond normal hours in time of pressure, and for this reason their value to the employer has been considered to be reduced. There may also be night work restrictions. However the Report indicates that it has been considered a fair wage practice to pay a premium rate for night work and overtime, and that it does not therefore seem appropriate that women should receive lower rates for work during normal working hours.

Another general factor claimed to reduce the value of women's work is the higher rate of absenteeism, but it is difficult to evaluate the effect of this upon costs of production because of a continually changing situation. Social schemes to relieve the burden of the housewife who is employed are increasing. The cost of these is more and more being borne by the state.

Another general factor claimed to affect costs of production is the need to provide special welfare amenities in the plant for women workers. The British Employers' Confederation, in their written evidence before the Royal Commission on Equal Pay (L.G., 1946, pp. 1717-1721), stated "that the provision of additional welfare arrangements in the case of women involved additional costs which did not arise in the case of men and therefore reduced the net value to the employer of the women's work". The Royal Commission, however, concluded that it did not "feel able to attach great quantitative importance to this point especially in view of the growing tendency to assimilate the standards of welfare arrangements provided for the two sexes."

The other characteristic of women workers considered as affecting the over-all value of their work to the employer arises from "lesser vocational training or experience, whether due to higher incidence of turnover among women workers, to shorter industrial life or to a narrowly specialized training." The Report maintains that satisfactory means of assessing the cost of such differences have not been found. It is more practical to determine the value of the skill and experience required for a particular job, as proposed by the third definition of equal remuneration for work of equal value.

This third interpretation, that remuneration should be the rate for the job and not for the individual who does it, and that the rate should take into account the skill and qualifications required, is the one that the Report advances as sound. It involves job analysis and classification which practically amounts to setting up minimum standards which a worker must meet in performing his job. Trade unions generally favour it, as do some employers' groups, including the National Association of Manufacturers in the United States, and there are a substantial number of cases in which collective agreements have been negotiated including a special clause providing for the classification of jobs regardless of sex. It has been followed also to a large extent by wage fixing boards. Accordingly the questionnaire asks member states to consider whether the term "equal remuneration for men and women workers for work of equal value" should be defined as signifying that wage rates should be established on the basis of job content without discrimination based on sex.

### **Opportunities for Government Action In Applying the Principle**

The Report points out that the government of each member country is in a position to influence directly the implementation of equal pay for men and women. Collective bargaining also has an important role to play in establishing this principle.

The Report examines the areas where governments have the opportunity of taking direct action and suggests methods by which such action could be carried out. The four areas are: (1) the civil service, including to a large extent the teaching profession; (2) industries and services where wage rates are fixed under public authority; (3) industries and undertakings operated under public ownership or control; and (4) work executed under the terms of public contract.

The first field, the civil service, is a sphere in which governments may exercise direct control and take direct action to implement the principle, since civil servants are paid out of public funds. Moreover, the various occupations in the civil service seem to lend themselves to classification according to the skill required for the job rather than classification by sex. An examination of civil services in various countries shows that "substantial progress" has been made in this respect. For instance, the principle of "the rate for the job" has been formally accepted and applied in the international civil service (e.g., in the Secretariat of the United Nations and the International Labour Office). Further, a substantial number of

countries, including Canada, have adopted salary policies which make no distinction as to sex; a single scale of salaries has been established whereby men and women in the same grade are paid at the same rate. However, the Report points out that although the principle of single salary scales is applied in the civil services of a large number of countries, the principle of equal remuneration for work of equal value is not so generally applied and the relative level of women's remuneration is affected. For instance, there are cases of inequalities in treatment which take the form of fewer promotion opportunities, exclusion from certain grades, posts or branches of the service, unequal pension rights, and various penalizations because of marriage. The article states that in Canada certain civil posts are not open to women.\* In many countries, women have no access to posts in police or military forces, in the diplomatic service, in legal or financial government departments. Married women are barred from permanent posts in some countries including Canada, The Netherlands and New Zealand. In the central government services of the United Kingdom, sex differentiation in pay is the rule. In commenting on the report of the Royal Commission on Equal Pay, 1944-46, the Chancellor of the Exchequer stated that the government accepted the broad principle but that because of the inflationary effects which would result, it could not be applied immediately.

The teaching profession may be considered with the civil service as a field for direct government action in implementing the principle, since education has been coming more and more under state responsibility and control. A large number of countries have accepted the principle of equal remuneration for men and women teachers, particularly in state schools. However, in some of the Canadian provinces, as well as in the United Kingdom, Australia and other countries, differentials in the salary rates between men and women teachers exist.† The marriage bar still holds in some countries (e.g., in Australia and The

Netherlands). In Canada, some local school boards prefer not to engage married women teachers if their husbands are able to support them. However, the Report concludes that there seems to be a definite tendency towards the lifting of the marriage bar. In recent years, Austria, New Zealand and the United Kingdom have abolished it.

The second area where governments may give an influential lead in applying the equal pay principle is where wage rates are determined under public authority, such as by a minimum wage board. Wage rates thus determined are usually minimum wage rates except in the case of collective agreements which are extended by statute to cover specified industries and trades. To a large extent, the whole wage structure in a number of countries is based on their minimum wage rates since other wage rates are set in relation to the minima. It is pointed out that where minimum wage rates are fixed at the same rate for both men and women it tends to promote the principle of "the rate for the job". The Report then examines the history of minimum wage regulations in certain Canadian provinces. Here the minimum wage rates were applied first only to women workers in specified occupations. Later they were extended to include men when it was found that the provisions were being evaded by the employment of men to replace women at lower wages than could legally be paid to women. Finally, the rates were made applicable in some provinces to all industry and commerce. However, there are still some instances of minimum wage rates which differ for men and women in the same occupation. "Public authorities", states the Report, "are becoming increasingly aware of the depressing effect of women's relatively cheap labour on wages in general and the consequent unfair competition that prevails among workers of both sexes".

In respect to the third field for government intervention, namely, in industries and undertakings under public control or ownership, the Report recognizes the increase in wage costs which may result from equating women's wages with those of men. These costs may have to be met entirely, or to a large extent, out of public funds since many industries under public control have to sell their products in national and foreign markets in competition with other industries who may not apply the equal pay principle. In the United Kingdom, the Royal Commission on Equal Pay was against the introduction of equal pay for women in public industries until it had been recognized and applied by private employers. However, the Report states that in countries where industry has been largely national-

\* But in fact the policy of the federal Civil Service Commission is to provide equal opportunity for men and women workers, both in entrance examinations and promotions, for all positions except those in which it is considered that physical conditions would not be suitable for a female employee. The Civil Service Regulations state: "Unless the requirements of the position demand otherwise, applicants of both sexes may be admitted to any examination."

† Legislation in each of the Canadian Provinces sets a minimum rate for teachers' salaries—the same for women as for men. However, rate of salaries above the minimum is determined to a large extent by local authorities.



ized, it has not been found that an undue financial burden results from the application of the principle.

The fourth area for government action, is in work executed under public contract. The Report finds that in regulations governing conditions of work under public contracts there are few specific provisions regarding the observance of the equal remuneration principle although in a number of countries, general statutory or conventional provisions might cover it in a general way. One of the few cases where public contract laws provide specifically for the principle of equal pay, particularly in regard to minimum wages is the Public Contracts (Walsh-Healey Act) in the United States. In some cases, the standard for work under public contract is tied to the terms of collective agreements or arbitration awards, or is based on the "prevailing" standards, or is set by reference to the general existing labour standards. This tends to limit the intervention of public authorities.

The Report then discusses the cost to a country of applying the equal remuneration principle. In France, it was estimated in 1945, that to bring women's wage rates up to men's would mean an increase of at least 4 per cent in the payrolls. From the few other figures that are available, the Report concludes that equalization schemes would mean a sizeable financial item in any country's budget. For this reason and also since some countries are in a difficult financial position, it is considered that a gradual application of the principle would be expedient.

Steps are suggested as to how to begin equalizing wages. First, statutory legislation might be passed to limit the existing differential (as in Australia). Secondly, where a system of increases is provided under statutory regulations, the same increases might be granted to women as are to men in the same occupational grades (as was done in France). Thirdly, where women are hired at lower rates than men, periodic increases might be granted to women workers until their rates reach the full male rates. This latter method was used during the war, and also in private firms where job evaluation showed that certain employees were underpaid.

In addition to the workers in the four areas where governments may take some direct action, there remain in any country other workers who would be unaffected by such action. The Report suggests two methods by which the application of the principle of equal pay would cover these other workers; the two methods are legal enactment and collective bargaining. In a number of countries, legal enactments have

sought to establish equal men's and women's wage rates and to provide means of enforcement. Such legal provisions may be included in general labour laws (as in the Australia Industrial Conciliation and Arbitration Act) or may be specific laws or regulations on the very point of equal pay for equal work (as in nine States in the United States) (L.G., 1944, p. 938). The scope of the laws is usually extensive, excluding in many cases, however, agriculture and/or domestic service. Devices for enforcing the law include labour inspection, claims of competent authorities, a system of individual work books and provision for penalties.

In respect to collective bargaining there are collective agreements in many countries in which the principle of equal pay has been recognized and implemented. It is suggested that, although public authorities abstain from intervening in the collective bargaining discussions for equal pay, they may promote the recognition of the principle and encourage its voluntary application. The influence of collective bargaining in this regard is illustrated by findings in the State of New York in December 1943. Of the 143 plants which were visited, 98 had union agreements covering occupations in which women had replaced men; 73 of these contracts provided for equal pay for equal work or for specified job rates without mention of the sex of the worker; equal entrance rates were paid to men and women for comparable work in two-thirds of the plants having union agreements and in less than one-half of the plants with no union agreement.

The Report then deals with the necessity of precise job evaluation standards, and the role of public authorities in this connection. In order to apply the principle of equal remuneration for work of equal value, it is essential to have a standard by which to measure each job's value. In analyzing job content, various techniques are used; usually definite elements in the job such as physical effort, judgment, responsibility, working conditions, manipulative skill, etc. are set out and rated. The total of the rating points represents the value of the job. Wage scales can thus be set in accordance with the classification of the job.

Definite criteria for job evaluating were developed in the equal pay laws, both general and specific, and also in the practices which have grown up in connection with vocational training, placement, redistribution of manpower, etc. The latter development has taken place as a result of social and economic and technological changes, rather than from a conscious effort to implement the equal pay principle. In

the United States, a survey showed that while in 1939 only 13.3 per cent of the companies covered were using job evaluation, by 1946, 57 per cent were using it.

The role of the public authorities in this matter of job evaluation may be considerable. They may use job evaluation in the rating system for remuneration of their own employees. They may set up advisory bodies specializing in job analysis techniques. Further, public agencies can develop a system of job classification for the purposes of vocational training and apprenticeship, distribution of manpower or migration of labour.

The final proposal which the Report makes to member states in regard to the implementing of the equal pay principle is for close co-operation between the public authorities on one hand and the employers' and workers' organizations on the other. This co-operation should, the Report suggests, be effected not only in the four areas where the public authorities can take direct action, but also in other general situations as a means of lessening the traditional resistance to the equal pay principle. The most noticeable progress in implementing the principle has been made in countries where there is tripartite and bipartite co-operation. In the State of New York, a tripartite committee was set up to assist the Industrial Commissioner in preparing the plan for the administration of the Equal Pay Law. This committee dealt with such questions as types of occupations for classifications, programs of education and methods of enforcing the provisions.

Following this discussion of the responsibility of public authorities, the Report asks the member states to consider whether international regulations should include the following points: (1) that governments should take the appropriate action to ensure application of the principle in the four areas where public authorities can intervene; (2) that governments should undertake to apply the principle elsewhere by legal enactment or by collective agreement; (3) that governments should take action to establish objective standards of job evaluation; (4) that governments should maintain a close co-operation with workers' and employers' organizations in all efforts to apply the principle.

## Complementary Social Measures

Experience has shown that social measures forming part of the general program of improvement of social conditions may tend to reduce difficulties which frequently confront women workers, the Report points out. Such measures as vocational training, guidance and placement, maternity protection, welfare facilities for working people, and child care facilities, could both increase the vocational capacity of women workers and reduce the handicaps that maternity and home-making constitute for the working woman. With this in mind, member states are asked to consider whether the regulations should require that each member take all necessary and appropriate measures to raise the productive efficiency and capacity of women workers and to limit the effects of the factors accounting for the relatively low level of the remuneration of women workers.

Vocational training is held to be of special importance. Training opportunities for women have tended to be limited to those which prepare for occupations which are traditionally women's. Under the stress of labour shortages during the war, barriers to women's employment were lowered, training was made available, and it was established that a wide range of skilled and semi-skilled occupations were suitable to women. Accordingly, member states are asked to consider whether workers of both sexes should have equal access to vocational training facilities, and should be encouraged to use such facilities as are "appropriate to the aptitudes, capacities and interests of the individual and the needs of the economy".

The need for thorough objective study of the situation in regard to remuneration of women is being recognized in a number of countries. One illustration is the appointment of the Royal Commission on Equal Pay in the United Kingdom, and the Commission's report. The last question therefore raises the advisability of member states undertaking such investigations as may be desirable "with a view to the application of the principle of equal remuneration for men and women workers for work of equal value, and publishing the results, so as to promote public understanding of the equity and usefulness of the principle."



# TYPES OF PENSION AND RETIREMENT PLANS IN CANADIAN INDUSTRY

*To provide information on the cost and adequacy of employee pension and retirement plans in Canadian industry, the Dominion Bureau of Statistics made a study of plans in operation in 29 companies. The Bureau's findings are published in a reference paper, of which the following is a summary.*

"There is little information available on the cost and the adequacy of protection provided by employees' pension plans in Canadian industries," the Dominion Bureau of Statistics states in its reference paper, *Employees' Pension and Retirement Plans*. A survey of industrial pension and welfare plans was carried out by the Bureau at the end of 1947, but was concerned mainly with the extent of coverage and certain other characteristics, and did not include data on amount of contributions and benefits (L.G., June, 1949, pp. 694-700). With a view to providing such information, the Bureau has made a supplementary study of existing plans.

The information presented in the reference paper was compiled from 29 booklets prepared by companies for the use of their employees, which were attached to completed questionnaires submitted in connection with the 1947 survey. The Bureau explains that it is not possible to determine how many firms and employees are actually covered, as no request had been made for such material and, also, not all firms have information in printed form available. However, because of a certain amount of uniformity in some of the features, it is felt that the information is of interest.

Ten of the plans studied were found to be non-contributory, i.e. plans where the employees do not contribute to the cost, and one contributory for salaried employees and non-contributory for hourly-paid employees. Several firms have contributory annuity plans supplemented by company-financed pensions. In one case an annuity plan is financed by employees only, but supplemented by company-paid pensions.

Only in some instances does the fact of a plan being contributory make for higher benefits than the usual formula described below.

In most cases the company bears the entire cost of contributions for past service. Only in one case is the cost for past service borne entirely by the employees.

The amount of employers' contributions is generally not stated; by some it is given

as "not less" than a certain percentage (ranging from 1 to 5). In one case employees' and employers' contributions are equal. The amount of employees' contributions is usually a fixed percentage of earnings (3 to 7); in one case it varies also with the age at joining the plan, younger employees paying a lower percentage. In all cases the employees' contributions are deducted from the wages.

The most frequent formula for the calculation of benefits is one per cent (in some cases up to  $1\frac{1}{2}$  per cent) of the average annual earnings, based on the last ten or the highest paid ten years of service, for each year of service. In some plans the percentage for years of past service is slightly lower than for years of future service. Under one plan benefits are 13 per cent lower for women in view of their higher life expectancy. One company reports benefits as a fixed amount, instead of a percentage of earnings, for each year of service; another sets an annual benefit of  $\frac{1}{60}$  of the total earnings since joining the plan, and under one contributory plan the annual pension is 45 per cent of the employee's total contributions.

In some cases a minimum benefit is guaranteed, mostly an amount of from \$240 to \$360 a year, but under one plan it increases according to length of service. A few non-contributory plans also set an upper limit ranging from \$900 to \$2,500 a year, or a certain percentage of earnings.

Where a pension plan is administered by the Annuities Branch of the Government of Canada, benefits are in accordance with the schedules. As annuities are limited to \$1,200 a year, they are in some cases supplemented by another pension plan.

One contributory plan provides that pensions from other sources may be deducted, but generally it is provided under company-paid plans that other income is not deductible except if derived from a competitive business.

One non-contributory plan provides slightly reduced benefits for married males in order to cover also survivors.

In cases where the employee leaves the employment before qualifying for pension the usual provision is that he is entitled to the benefits resulting from his own contributions. Under one plan an employee gets the benefits also from a certain percentage of the employer's contribution after at least five years' service.

The normal retirement age is generally fixed at 65 years but many plans provide for a lower age—55 or 60 years—for female employees. One plan extends the maximum up to five years for male employees who join the plan at a higher age.

Another plan sets the normal retirement age at 70 for male employees and 60 for female, but voluntary retirement is possible at 65 at lower benefits. Under this plan benefits are based on 1½ per cent of average earnings for each year of service. Under the remaining plans provision is made for earlier or later retirement in certain circumstances.

Several plans, among them most of the non-contributory plans, require a certain length of service, ranging from 15 to 25 years, to establish eligibility for benefit. After 30 years' service, age requirements are sometimes reduced. Some plans provide for

pensions regardless of age in cases of disability after 15 years of service.

Eligibility for participation in the plan in many cases is conditional upon a stated length of service, varying from three months to five years. In one case the period is three years for male employees and five years for female. Age appears also as a determining factor in some plans, the upper limit being the retirement age or other ages ranging from 40 to 65 years. In some cases this limit is 5 to 10 years lower for females. Where a minimum age is required, it is between 20 to 34½ years; in some instances it is 4 to 5 years higher for females.

Under some plans part-time and temporary employees, or those paid on a commission basis only, are excluded from participation.

Under all contributory plans participation is voluntary for employees on the staff at the time the plan is instituted. Under some plans participation is compulsory for new employees; one is compulsory for new male employees only.

The plans are administered by commercial companies or a trust fund, and by the Annuities Branch of the Federal Department of Labour.

## FARM LABOUR OFFICIALS CONFER IN OTTAWA

*The Conference made a studied appraisal of the farm labour program carried out during 1949 under the Dominion-Provincial Farm Labour Agreements. It was the consensus of the opinions of the delegates that the agreements should be continued and preliminary plans were laid for conducting activities in 1950.*

The Seventh Annual Dominion-Provincial Farm Labour Conference was held in the Board Room of the Department of Labour, Ottawa, December 15 and 16, 1949. Mr. W. W. Dawson, Supervisor, Immigration and Farm Labour Branch of the Dominion Department of Labour presided.

The following farm labour officials and observers attended the Conference:—

**Provincial Directors of Farm Labour:**  
S. C. Wright, Prince Edward Island; S. E. Lewis, Nova Scotia; E. M. Taylor, New Brunswick; Alex. J. Rioux, Quebec; R. S. Duncan, Ontario; H. R. Richardson, Manitoba; L. J. Hutchison (proxy for E. E. Brocklebank), Saskatchewan; F. H. Newcombe, Alberta; W. MacGillivray, British Columbia.

**National Employment Service Officials:**  
C. A. L. Murchison, Commissioner, Unemployment Insurance Commission, Ottawa; W. K. Rutherford, Director of Employment Service, UIC, Ottawa; A. L. Tosland, Veterans Placement Division, UIC, Ottawa; J. V. Argyle, Supervisor, General Placements Division, UIC, Ottawa; M. C. Crosbie, General Placements Division, UIC, Ottawa; and the following Regional officials, D. W. Hay, Maritimes; Armand Theriault, Quebec; W. Davison, Ontario; J. F. Kristjansson, Prairies; F. C. Hitchcock, Saskatchewan; H. E. Cave, Alberta; W. Horrobin, British Columbia.

**Federal Department of Labour Officials:**  
A. MacNamara, Deputy Minister; R. Ranger, Assistant to Deputy Minister.



*Immigration and Farm Placements Branch*; W. W. Dawson (Supervisor), A. D. MacDonald (Secretary), F. M. Hereford, and G. H. McGee. *Economic and Research Branch*; G. V. Haythorne, Acting Director, A. Cowan, F. W. Burton, J. H. Dickson, I. Bernolak and J. D. Forbes. *London, England, Office*; J. F. MacKinnon.

Others in attendance were: Hon. A. C. Taylor, Minister of Agriculture, New Brunswick; Hon. C. C. Baker, Minister of Agriculture, Prince Edward Island; S. H. Parsons, Deputy Minister of Labour, Newfoundland; J. E. Dubé, Department of Agriculture, Quebec; K. G. Laver, Department of Agriculture, Ontario; M. Hartnett, Deputy Minister of Agriculture, Saskatchewan; D. W. Fessenden and A. Gillespie, United States Employment Service; R. Innes and C. K. Wicks, International Refugee Organization; P. Habib, U.S. Embassy, Ottawa; J. F. Booth and F. Shefrin, Department of Agriculture, Ottawa; H. R. Hare, Department of Veterans Affairs, Ottawa.

Included on the agenda were: (1) the presentation of reports by the Provincial Directors of Farm Labour and Agricultural Advisers concerning their activities for 1949; (2) addresses by R. I. Innes on the work of "the International Refugee Organization"; D. W. Fessenden of the United States Employment service on "the Federal-State Farm Labour Program in the United States"; Dr. George V. Haythorne, Acting Director, Economics and Research Division of the Federal Department of Labour and Dr. J. F. Booth, Associate Director of the Marketing Service of the Federal Department of Agriculture on "Some Long-run Farm Labour Trends"; (3) prospective demand for farm labour in 1950; (4) the continuance of the Dominion-Provincial Farm Labour Agreements; (5) immigration in its relation to the supply of farm workers and the movements of farm labour between Canada and the United States.

### Chairman's Introductory Comments

In his introductory remarks, the Chairman welcomed the new provincial representatives and expressed his appreciation of the high degree of co-operation that the Department of Labour was receiving from provincial officials, the national employment service and others who had had a share in carrying out the farm labour program.

Referring to the farm labour situation throughout Canada in 1949, Mr. Dawson said that there was not the same degree of urgency as there had been during the war years, and the farm labour supply had been supplemented somewhat by workers from Europe. He was of the opinion that

the movements of harvesters from eastern to western Canada would likely fall off in 1950, due, in part at least, to the increasing use of harvesting machinery. On the other hand, the movement of workers from the Prairies to Ontario to help with hay harvesting had been substantial. It should be noted too, that some 4,000 agricultural workers had been brought from European DP camps to Canada during the year. These together with the heads of some "1,500 Dutch families accompanied by 3,200 dependents, made a considerable extension to the agricultural force in the country," Mr. Dawson stated.

Viewed in retrospect, the Chairman thought that the movement of some 4,500 Polish war veterans had been "a magnificent success." They had been brought in at a time when "there was a very real demand for farm workers and they fitted into the agricultural picture very well." Many of them were continuing to work in agriculture and, with very few exceptions, all of them "are in good health and in the employment stream in Canada."

### Address by Dr. MacNamara

In a brief address at the opening session of the Conference, Dr. Arthur MacNamara, Deputy Minister of Labour, welcomed the official representatives of the several provinces as well as those of the United States Employment Service and the International Refugee Organization, all of whom had been "partners" with the Federal Department of Labour in handling farm labour problems in Canada during the year.

On behalf of the Minister of Labour and officials of the Department, Dr. MacNamara made appropriate acknowledgment of "the happy relationships that have prevailed during the seven years of our partnership with the provinces under the Dominion-Provincial Farm Labour Agreement." He pointed out that Canada's farm labour requirements during the 1949 season had been held in virtual balance. "We did not have any shortage to speak of and there was no occasion where men wanted farm jobs and could not get them," he said.

Dr. MacNamara suggested two subjects which he thought merited a place on the agenda of the Conference. These were: the need for improving working conditions on farms, and ways and means to provide workmen's compensation and unemployment insurance coverage for farm labourers.

Dr. MacNamara was of the opinion that the results so far obtained under the Dominion-Provincial Farm Labour agreements warranted their continuance. If, however, any of the delegates felt that the

agreements should be dropped he urged them to state their opinions before the Conference ended.

### Provincial Directors' Reports

The reports of the Provincial Directors of the farm labour program revealed a number of problems that were more or less common to all of the provinces. Among these were: (1) questions involved in bringing in European displaced persons for employment on farms; (2) the present status of the Polish veterans who were brought to Canada after the war; (3) maintaining a better ethnical balance by securing more immigrants from the British Isles; (4) providing better living and working conditions on many Canadian farms (including housing for married workers and their families); (5) finding solutions for seasonal unemployment on farms; (6) appreciation of the value of the co-operative efforts to solve farm labour problems under the Dominion-Provincial Farm Labour Agreements.

**Newfoundland.**—Although no Farm Labour Agreement had yet been made between the Dominion and Newfoundland, the new province was invited to send a representative to the Conference. In response to the invitation, Mr. Selby H. Parsons, provincial Deputy Minister of Labour, attended and was welcomed on behalf of the delegates by Dr. A. Mac-Namara, Federal Deputy Minister of Labour and by the Chairman, Mr. W. W. Dawson.

In a brief address, Mr. Parsons pointed out that there were few people in Newfoundland who have had experience in farming. "Newfoundlanders," he said, "were mostly fishermen, loggers and miners" and would probably prefer to do fishing and logging rather than come to the mainland to do farm work. These factors, he felt, would present difficulties to moving workers from Newfoundland to relieve farm labour shortages in the other nine provinces.

Mr. Parsons admitted, however, that there was a surplus of workers in Newfoundland for the time being, which would likely be taken up with the opening up of mining operations on the Labrador peninsula. It was possible that some of this surplus might be used in the meantime, for farm work in the eastern provinces. He was not very optimistic concerning the possibility of transferring domestic helpers from Newfoundland. "The supply of women is not so great as the supply of men for farm labour," he said.

**Prince Edward Island.**—Mr. S. C. Wright, Director of Farm Labour Service

for the province, reported that more farmers in Prince Edward Island were providing better living quarters for married couples in their employ.

He stated that in 1949 about 50 men had been brought from Nova Scotia to harvest the hay crop and more than 700 workers came from Nova Scotia and 300 from New Brunswick for the potato crop. Including local workers, a total of 1,234 men were employed for the potato harvest.

He reported that of the 32 Polish veterans brought to the Island after the war, all but six had moved on to other provinces and of 121 displaced persons employed on farms, there were left 42 single workers and 11 married couples at the end of November, 1949. Some of the displaced persons were not suitable for farm work and in other cases, their marital status presented obstacles to fulfilling their contracts with the Government. It was suggested that, in future, the selection of displaced persons for farm work should be restricted as far as possible to those "who come from areas where agriculture dominates the thinking and life of the people".

Mr. Wright stated that the small number (about 20) of farm workers brought from Holland had proved to be "very satisfactory and seem to adapt themselves very readily to farm conditions as found in the province".

**Nova Scotia.**—Mr. S. E. Lewis, of the Nova Scotia Land Settlement Board asserted that "the biggest single requirement for farm labour" in 1949, had come from the apple growers of the Annapolis valley. Under the Dominion-Provincial agreement, transportation was paid for 250 apple pickers, but many more arranged for their own transportation.

The supply of other farm labour in the province during the year very nearly equalled the demand. Although there was some unemployment in other lines, very few of the unemployed were competent or willing to do farm work. Some 46 farm workers, 11 married couples and 14 domestic helpers came from European displaced persons camps. Approximately 50 Estonians were placed in Pictou county and were employed chiefly in handicrafts. They were looked upon as good potential settlers, rather than as farm labourers. During the year, the Provincial Land Settlement Board established seven immigrants on farms of their own.

Some of the Polish veterans had left farm employment, others had purchased farms of their own. They "are going their separate ways without (Government) interference".



Mr. Lewis stated that current slack conditions, notably in the forest products industries, would indicate that there would be a surplus of labour for the 1950 crop season.

**New Brunswick.**—Mr. E. M. Taylor, Provincial Director of Farm Labour, reported that the supply of farm labour in 1949, had been greater than for several years due, in large part, to unemployment resulting from the curtailment of pulpwood cutting during the summer months. A total of 561 potato pickers were sent from New Brunswick to help with the potato harvest in Maine.

Mr. Taylor stated that 14 single and eight married displaced persons were given employment on New Brunswick farms in 1949. Most of these were not primarily interested in farming and several of them had left farm jobs for other employment. The provincial Farm Settlement Board had planned to extend financial assistance to qualified immigrants to enable them to purchase farms in the province. He was of the opinion that there might be a limited demand for single farm workers and farm household helpers in 1950. Lack of adequate housing on farms would make it difficult to place married couples.

**Quebec.**—Mr. Alex. J. Rioux, Director of the Farm Labour Supply Bureau, Quebec, made especial reference in his report to the recruitment of workers for sugar beet growers. Transportation was provided for 494 farmers' sons to assist in thinning sugar beets in June and to 54 others for harvesting in October. He stated that there were indications that a much larger number of workers would be required during the 1950 crop season.

Approximately 300 farm workers from western Quebec proceeded to the Prairie provinces to assist in the grain harvest, Mr. Rioux said. Adverse weather conditions in Ontario during the fruit picking season greatly reduced the number of Quebec students sent forward for this work. Of the 125 students that Ontario had first asked for, only about a score were engaged in this project.

Replacements were found during the year for 237 Polish veterans and 255 displaced persons whose contracts with the Government had expired. The Quebec Farm Loan Bureau had settled 14 Polish veterans on farms and a survey was being conducted to find other areas where land could be purchased at moderate prices for other similar settlements. The Polish Combatants Association of Canada had taken an active interest in this scheme.

**Ontario.**—Mr. R. S. Duncan, Ontario Provincial Director of Farm Labour Services, stated that the demand for farm labour had been met fairly satisfactorily in 1949, in spite of the eccentric weather conditions that had prevailed, especially in the spring and early summer.

The "very considerable service" rendered to the farmers of Ontario by displaced persons was acknowledged by Mr. Duncan, but, he said, this was considerably discounted by many who left their employers at the end of their contract years, even when the contracts ended in mid-summer. He urged that, in future, DP's be brought in early in the spring, if possible. In all, 1,289 unattached displaced persons were given employment on Ontario farms in 1949, and more could have been placed had they been available. In addition, 130 female domestics, 103 farm families and 135 farm couples were placed on farms.

Classes in English and citizenship had been set up for Polish veterans and displaced persons by the Provincial Department of Education. During October, 1948, there were 291 classes at centres outside Toronto with a total enrolment of 6,600 students. A year later, there were 319 classes with a total enrolment of 7,350 students, Mr. Duncan said.

Although 1,250 harvest helpers had been requisitioned from the Prairies, only 546 were received. However, 537 were recruited in the Maritimes for work in Ontario, several of whom were not qualified to do farm work. On the other hand a number made good and decided to remain permanently on Ontario farms. To relieve an unemployment situation in the mining camps of northern Ontario, 81 men were brought to southern Ontario for farm work. Mixed results were obtained from this venture, as the screening had not been done carefully.

Late in August, 658 men were sent to assist in harvesting grain on the Prairies.

The annual movement of tobacco curers and primers from the United States resulted in 2,144 entry permits being granted—1,671 for curers and 473 for primers.

"Excellent work" was reported to have been done by the Ontario Farm Service Force in recruiting and placement of student workers in Farm Labour camps, to assist with the fruit harvests. The camps were operated under the general supervision of the Farm Labour Service by Farm Labour Co-operatives and a number of the larger private growers. There were 13 co-operative camps that housed 1,170 girls and four similar camps for men and boys, that accommodated 363 workers. In addition, there were eight private camps for 277 girls

and seven for housing 201 men and boys. In all, 432 farmers were provided with workers from the camps. The students were recruited from secondary schools, colleges and universities and also from points outside the province, including Quebec, the Maritimes, the Western provinces, the United States and France.

**Manitoba.**—Mr. H. R. Richardson, Director of Farm Help for Manitoba reported that local farm help was more plentiful in Manitoba in 1949 than it had been in recent years. This, together with increased use of combines, made it possible to complete harvesting operations "under very favourable circumstances".

About 250 unattached displaced persons arrived in June to work in the sugar beet fields. They were housed in camps and hostels. They "worked well" and gave promise of "eventually becoming desirable Canadian citizens".

**Saskatchewan.**—Mr. L. J. Hutchison, Assistant Director of Agricultural Representatives for Saskatchewan, stated that farm labour requirements were more stable in that province in 1949 than for several years. He attributed this to (1) increased use of farm machinery (which it was claimed had been brought about in some degree by the rising scale of wages for farm labour) and (2) the emphasis that was being placed, in mixed farming areas, on the production of livestock that required only a minimum of hired help. These factors, he said, were changing the farm labour supply in the province from one of shortages to one of surplus, except in the peak seasons of seeding and harvesting.

Mr. Hutchison asserted that "the greatest overall shortage of farm help in Saskatchewan is probably of domestics".

There was a marked falling off in the demand for berry pickers in British Columbia. Only 99 workers were sent from Saskatchewan in 1949, as compared with 250 in 1948 and 449 in 1947.

Of 500 workers requisitioned for the hay crop in Ontario, 335 were dispatched, as compared with 451 in 1948 and 703 in 1947.

Described as "the highlight" in the movement of farm labour in Saskatchewan in 1949, was the recruitment and transfer of 580 workers in the drought areas of the southwestern portion of the province to other more favoured sections. In addition to these, an estimated 1,685 others arranged their own transportation to areas that had better crops.

A small movement of workers, most of them treaty Indians, crossed to Montana to help with the sugar beet crop there.

It was stated that about 50 per cent of the Polish veterans brought to the province after the war, were still employed in agriculture.

**Alberta.**—Mr. F. H. Newcombe, Director of Farm Labour for Alberta, stated that owing to poorer crops and reduction in the number of livestock in Alberta, farm labour activities in 1949 experienced an overall decrease, as compared with those of 1948. Sugar beet workers were an exception, however, but even in this instance, increasing mechanization was reducing the number of workers required per unit of sugar beets harvested.

The Polish veterans brought to the province after the war appeared to have adapted themselves fairly well to Canadian life, it was stated, but the percentage that had continued in farm employment was not known.

About 4,000 British immigrants were brought to Alberta during the first ten months of 1949 under the auspices of the provincial Department of Economic Affairs, as compared with 7,000 in the 12 months of 1948.

A total of 1,132 displaced persons were brought to Alberta in 1949. Of these, 997 were employed in sugar beet production. Church groups (Lutheran, Mennonite and Catholic) sponsored 18 married couples, nine single males and 13 domestic helpers.

The very light grain crop in 1949, resulted in a reduced demand for harvest helpers and only 430 were brought to Alberta, as compared with 967 in 1948. The number of farm workers sent to Ontario fell from 437 in 1948 to 304 in 1949. The demand for fruit pickers in British Columbia covered only about 10 days and about 50 women were sent forward.

**British Columbia.**—Mr. W. MacGillivray, Director, Agricultural Development and Extension for British Columbia, reported that following a long, cold winter and late spring, sufficient farm help was available at all points to meet early requirements in the province. Adverse weather conditions caused some confusion in estimating the probable demand for labour later in the season however. At first, the fruit growers in the Fraser valley stated that no extra workers would be required. Later on, this statement was revised and an order for 250 women and girls from the Prairies was placed with the Regional office of the National Employment Service. Before this order was filled "a grave situation" was developing in the small fruit areas. Growers were in danger of losing highly perishable crops for lack of sufficient fruit pickers. Urgent calls were made to the Prairie Regional NES Office and about the middle



of June the position was relieved by the arrival of 159 women and girls from the Prairie provinces.

Mr. MacGillivray stated that "a higher than average quality of worker was available, with less turnover and more men seeking employment" for the apple harvest. "Although well over 8,000,000 boxes of apples were packed, sufficient labour was available at all times." The report indicated that the farm labour outlook in British Columbia had improved by fall. There were fewer openings for general farm workers and "not too many demands for skilled dairymen". Mr. MacGillivray suggested that greater emphasis be placed on immigration of farm workers from the United Kingdom.

### International Refugee Organization

The Conference heard a statement by Wing Commander R. Innes, on behalf of the thousands of refugees still detained in European displaced persons' camps.

He commended Canada for being one of the first nations to accept displaced persons. Up to December 15, 1949, the Dominion had accepted 72,892, or rather more than ten per cent of those that have been placed in one or another of the 18 countries included in the IRO. Canada's quota represented some 48,000 workers and their dependents; the remainder were sponsored by relatives already in Canada.

Wing Commander Innes said that by the end of June, 1950, when the IRO program was expected to end, there will still be 300,000 DP's who will not have been moved from their camps. He stated that many of these had declared their desire to come to Canada and he suggested that farm family groups, particularly those who were experienced in sugar beet cultivation, might be of interest to Canadian farmers. He could provide records of 500 such families scattered over Germany and Austria, he said.

With respect to obtaining domestic helpers from among the DP's still in Europe

it was stated that there were 5,150 females in the age group 45 to 59 who had no dependents. Wing Commander Innes suggested that many of these females "would render very useful service" in Canada. He pointed out that it was important that they should be requisitioned for not later than the end of January in order to have them arrive in Canada in time for early spring operations on Canadian farms.

### Some Long-run Farm Labour Trends

Dr. George Haythorne, Acting Director, Economics and Research Branch, Federal Department of Labour and Dr. J. F. Booth, Associate Director, Marketing Division, Federal Department of Agriculture, addressed the Conference on some factors that affect the employment of farm helpers.

The increasing use of farm machinery and the development of improved farming methods were factors in reducing labour requirements. It was pointed out that work simplification studies would assist, not only in decreasing the need for hired labour, but should add to the farmer's profits. On the other hand, too many farmers were working inferior land or were themselves unfitted for agriculture, it was claimed. The statement was made that there were about 200,000 farms in Canada which consumed more goods and services than they produced.

To encourage farm labour to remain in farm employment, it was urged that working and living conditions stood in great need of improvement on very many farms; and that unemployment insurance and workmen's compensation coverage for farm workers should be provided.

### Dominion-Provincial Agreements

The advisability of renewing the Dominion-Provincial Farm Labour Agreements was discussed and their renewal was approved, subject to ratification by the responsible provincial administrative officials.

## Annual Convention of Alberta Federation of Labour (TLC)

The Twenty-ninth convention of the Alberta Federation of Labour (TLC) was held in the city of Lethbridge, October 12 to 15, 1949. There were 130 delegates in attendance, representing 109 affiliated organizations.

There were 52 resolutions brought before the convention. Among the more important were:—

(1) that union security provisions be granted to a union by legislation, if 66 per cent of the membership of the union, or the affected employees vote in favour of union shop provisions;

(2) that unions be allowed to keep their foremen in membership, if they desired to do so and that legislation that would bar foremen from such membership should be opposed;

(3) that the Dominion Bureau of Statistics be urged to develop a more accurate system for the compilation of the statistics used in making up the cost-of-living index;

(4) that a maximum work-week of 40 hours be established at once in Alberta and that this be progressively reduced, if necessary, to maintain full employment;

(5) that a closer check be made on those who apply for and those that receive chauffeurs' licences and that the use of safety flares on all vehicles, as provided by existing legislation, should be continued;

(6) that the CBC should remain in control of broadcasting in Canada, but that every effort be made to prevent any increase in licence fees for receiving sets;

(7) that the export of natural gas from Alberta should not be permitted unless approved by the Alberta Conservation Board and that Labour be represented on the Board;

(8) that beer parlours be permitted for ladies in the cities of Edmonton and Calgary.

Mr. K. A. Pugh, Chairman of the Board of Industrial Relations for Alberta, addressed the convention. He reviewed recent new orders of the Board and also the amendments to the Alberta Labour Act, which it was proposed to present at next year's session of the Legislature.

Mr. Pugh stated that Government statisticians showed that 33 per cent of all industrial workers in Alberta were organized in trade unions. This, he said, was a much higher percentage than in any other province in the Dominion. He asserted that, in future,

procedure used in examining applications for certification and the certifying of unions would be speeded up. Commencing on October 1, 1949, construction workers in the province would accumulate holiday pay at the rate of four per cent of their earnings. This, he said, would give them two weeks' vacation during the summer of 1950.

Other workers had been held at one week after one year and two weeks after two years of service. However, the provision requiring a worker to work 275 days in order to qualify for summer vacation had been discontinued and in future holidays would be based on one-half day credit for each 23 days worked.

Mr. Pugh claimed that Alberta had a higher male minimum wage rate than any of the other provinces. Consequently, it would not be possible at present to raise the minimum rate for male workers. He pointed out that rates for female workers had been increased.

Other guest speakers who addressed the convention included, Hon. J. L. Robinson, Minister of Industries and Labour for Alberta, Mr. Paul W. Graham of the Industrial Development Board of the Federal Department of Labour and Mr. Fred J. White, Regional Superintendent (Prairie Region) of the Unemployment Insurance Commission.

The election of officers resulted as follows:—

President, Harry Boyse, Lethbridge; Vice-President, Robert Scott, Calgary; Vice-President in charge of union label work, Charles Gilbert, Edmonton; Secretary-Treasurer, Herbert G. Turner, Edmonton.

## CURRENT LABOUR CONDITIONS—Continued

A drop of 16 cents in the average retail price of eggs was a major factor in a decline in the cost-of-living index, from 161·5 at December 1 to 161·0 at January 3. There were also scattered decreases in clothing prices. Rents were not surveyed during January. . . . Canadian exports to the United States reached an all-time peak value of \$1,503,459,000 in 1949, but exports to Europe were down sharply, though there was a rise in sales to Britain. . . . Average weekly earnings in the eight leading Canadian industries were \$43.82 at December 1, two cents above the record level of November 1. . . . Immigration to Canada in 1949 totalled 95,217, as compared with 125,414 in 1948. . . . The number of strikes and lockouts recorded in Canada in 1949 was the lowest recorded for any year since 1939, although the number of workers involved and time loss was higher than the year previous.



This section covers proceedings under two federal statutes, the Industrial Relations and Disputes Investigation Act and the Conciliation and Labour Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

## INDUSTRIAL RELATIONS AND CONCILIATION

*Loss of time through strikes dwindled almost to the vanishing point as the year 1949 closed. The railway dispute continued to hold the spotlight in industrial relations as the New Year began.*

### Introduction

What is believed to be a spot record of peace and harmony in industrial relations was established in the closing days of the year 1949. Out of a total estimated working force of 5,200,000, of which upwards of 3,500,000 are non-agricultural wage and salary earners, only 145 persons were reported idle as a result of industrial disputes during the week ending December 31, according to the list of strikes and lockouts in Canada maintained by the Department of Labour.

The two Conciliation Boards appointed to deal with the current railway disputes, which were fully constituted on December 8 with the appointment of the Hon. Mr. Justice J. O. Wilson, of the Supreme Court of British Columbia, as the chairman of each Board, met in Montreal later in the month for a preliminary discussion of matters of procedure. The Boards then adjourned until the week of January 9, 1950, when they resumed hearings, at which briefs were submitted by the various parties. A further adjournment until February was then granted at the request of the railway companies, in order to allow time for the preparation of rebuttals.

The settlement of a dispute between the Yukon Consolidated Gold Corporation, Ltd., and the Dawson Miners' Union, Local No. 564 of the International Union of Mine, Mill and Smelter Workers, was reported during December by Mr. G. R. Currie, Industrial Relations Officer, of Vancouver, who had been appointed as Conciliation Officer under Section 16 of the Industrial Relations and Disputes Investigation Act (L.G., Dec., 1949, p. 1554). The dispute affected about 400 employees of the Company at Dawson, Y.T. Earlier, in direct negotiations between the parties, the union had presented a lengthy list of proposals including demands for substantial across-the-board wage increases. After trying without success to secure an agreement by mediating between representatives of the

parties located in Vancouver, the Conciliation Officer made a trip by air to Dawson and held daily meetings with those most directly concerned over a period of six days. The agreement which was reached provided for a bonus of \$1.50 per shift to married employees not living in company camps. This was granted in recognition of the fact that living costs for such employees are very high in the Yukon, while other employees living in company camps continue to be subject to a charge of \$2.25 for board, which is provided at a cost to the Company of about \$4 per day. The Company also agreed to the payment of a transportation allowance of \$100 per year to all employees and the adoption of three paid holidays. A majority of the union's membership voted in favour of the settlement.

\* \* \*

During the calendar year 1949 the Canada Labour Relations Board had before it a total of 85 applications for certification, of which 69 were received during the year and 16 were carried over from 1948. Of these, 40 applications were granted, 18 were rejected, 16 were withdrawn and 11 were still under investigation at the close of the year. A total of 8 representation votes was ordered during the year.

The reasons for rejection in the 18 applications which were denied were in most instances either that the applicant union did not have a majority of the employees affected enrolled as members in good standing, or that the proposed unit of employees for which certification was sought was not appropriate for collective bargaining purposes in the opinion of the Board. Other reasons for rejection were that the operations of the employer did not come under the jurisdiction of the Board, that the application was made within six months after the date of a previous rejection by the Board, or that the application was made prior to the expiry of ten months of the term of an existing collective agreement.

A total of 37 conciliation cases were handled, either by Conciliation Officers or Conciliation Boards during 1949.

Settlements were effected by Conciliation Officers in 14 cases and by Board in 7 cases. Three cases lapsed; and 9 were still pending at the end of the year.

In only 4 cases were no settlements effected. In 3 of these there were strikes,

two of which (involving the Canadian Seamen's Union) terminated without a settlement; while the third (involving garage employees of the Quebec Railway) ended in an agreement.

Following is a tabular analysis of the conciliation proceedings which took place in 1949 under the Industrial Relations and Disputes Investigation Act.

## **Conciliation Proceedings under the Industrial Relations and Disputes Investigation Act from January 1, 1949, to December 31, 1949**

Conciliation Officers appointed in 1948 still functioning in 1949.....	3	
Conciliation Officers appointed in 1949.....	28	
		<hr/>
Total number of cases dealt with by Conciliation Officers in 1949.....		31
Settlements effected by Conciliation Officers.....	14	
Conciliation Officers still functioning at December 31, 1949.....	3	
Disputes dealt with by Conciliation Officers lapsed.....	2	
Cases where no settlement effected by Conciliation Officers and Conciliation Boards appointed .....	12	
		<hr/>
		31
Conciliation Boards appointed in 1948 still functioning in 1949.....	6	
Conciliation Boards appointed in 1949.....	12	
		<hr/>
Total number of Conciliation Boards functioning in 1949.....		18
Disputes dealt with by Conciliation Boards lapsed.....	1	
Conciliation Boards still functioning at December 31, 1949.....	4	
Conciliation Board Reports received.....	13	
		<hr/>
		18
Settlements effected by Conciliation Boards.....	7	
Board Reports under consideration by parties.....	2	
Cases in which no settlement effected.....	4	
		<hr/>
		13

### ***The following statement concerns the scope and administration of the Industrial Relations and Disputes Investigation Act and the Conciliation and Labour Act.***

Conciliation services under the Industrial Relations and Disputes Investigation Act and under the Conciliation and Labour Act are provided by the Minister of Labour through the Industrial Relations Branch. The Branch also acts as the administrative arm of the Canada Labour Relations Board under the former Act.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until succeeded by the Wartime Regulations in 1944.

Proceedings begun under the Wartime Regulations are continued in so far as the services involved in such proceedings are authorized under the new Act. Likewise, decisions, orders and certifications given by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the new Act.

The Act applies to industries within Dominion jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations, and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the Dominion Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of Conciliation Officers, Conciliation Boards, Industrial Inquiry Commissions, for the consideration of complaints that the Act has been violated or that a party has failed to bargain collectively, and of applications for consent to prosecute.



The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the Minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Conciliation services are also provided by the Industrial Relations Branch under the provisions of the Conciliation and Labour Act. This statute empowers the Minister of Labour to inquire into the causes and circumstances of a dispute, to take such steps as seem expedient for the purpose of bringing the parties together, and to appoint a conciliator or arbitrator when requested by the parties concerned.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour. From time to time, as required, a third article under this section will cover Conciliation Proceedings under the Conciliation and Labour Act.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia and Alberta; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; two officers in Montreal are assigned to the province of Quebec, and two officers resident in Fredericton and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

## Certification and Other Proceedings Before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during the month of December. During the month the Board received three applications for certification, held four hearings, issued thirteen certificates designating bargaining agents and rejected two applications for certification.

### Applications for Certification Granted

1. The International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, for a unit of employees of the Detroit and Canada Tunnel Corporation, comprising employees of the Corporation who work solely in Canada and employees resident in Canada who are engaged in the Corporation's international service (L.G., Aug., 1949, p. 975).

2. Labourers' Protective Union No. 9568, for a unit of employees of Buntain and Bell Company, Charlottetown, P.E.I., engaged in the loading and unloading of ships (L.G., Dec., 1949, p. 1552).

3. Labourers' Protective Union No. 9568, for a unit of employees of Horace B. Willis, Inc., Charlottetown, P.E.I., engaged in the loading and unloading of ships (L.G., Dec., 1949, p. 1552).

4. Labourers' Protective Union No. 9568, for a unit of employees of The Island Fertilizer Company, Charlottetown, P.E.I., engaged in the loading and unloading of ships (L.G., Dec., 1949, p. 1552).

5. The Hull City Transport Employees' Syndicate for a unit of employees of Hull City Transport Limited, Hull, P.Q., comprising bus drivers and garage employees (L.G., Jan., 1950, p. 62).

6. The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, for a unit of employees of the Canadian Pacific Railway Company comprising clerical employees in the office of the District Accountant, Vancouver, and timekeepers at Field and Cranbrook, B.C. (L.G., Jan., 1950, p. 62).

7. The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, for a unit of employees of the Canadian Pacific Railway Company comprising red cap porters in the Winnipeg depot of the company (L.G., Jan., 1950, p. 62).

8. The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, for a unit of employees of the Canadian Pacific Railway Company comprising red cap porters in the Vancouver depot of the company (L.G., Jan., 1950, p. 62).

9. Division 279, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, for a unit of employees of the Ottawa Transportation Commission comprising the classifications of carpenter foreman, painter foreman, pitman foreman, assistant barn foreman, track subforeman, lineman-in-charge, barn clerk (night and day), bus despatcher, chief stores

clerk, bus storekeeper, assistant storekeeper (barn and bus garage), stores supervisor, and maintenance records clerk (L.G., Jan., 1950, p. 63). The certificate issued by the Board enlarged the bargaining unit for which the applicant union was previously certified (L.G., Jan., 1949, p. 45).

10. The Canadian Brotherhood of Railway Employees and Other Transport Workers for a unit comprising uncertificated personnel employed on vessels owned and operated by the Canadian National Railways in its Newfoundland Service (L.G., Jan., 1950, p. 63).

11. The Canadian Brotherhood of Railway Employees and Other Transport Workers for a unit comprising uncertificated personnel employed on vessels owned by the Government of the Province of Newfoundland and operated by the Canadian National Railways (L.G., Jan., 1950, p. 63).

12. The Canadian Brotherhood of Railway Employees and Other Transport Workers for a unit comprising mates employed on vessels owned and operated by the Canadian National Railways in its Newfoundland Service (L.G., Jan., 1950, p. 63).

13. The Canadian Brotherhood of Railway Employees and Other Transport Workers for a unit comprising mates employed on vessels owned by the Government of the Province of Newfoundland and operated by the Canadian National Railways (L.G., Jan., 1950, p. 63).

### **Applications for Certification Rejected**

1. Labourers' Protective Union No. 9568 and the Prince Edward Island Industrial Corporation, Charlottetown, P.E.I. (L.G., Dec., 1949, p. 1552). The application was rejected for the reason that the Board, having been informed that the respondent

was a provincial Crown Corporation, was of the opinion that the provisions of the Industrial Relations and Disputes Investigation Act are not applicable to its operations.

2. Regional Council No. 2, International Brotherhood of Electrical Workers and the Canadian National Railways (motor vessels *Abegweit* and *Prince Edward Island*, operated on the Company's Ferry Service between Cape Tormentine, N.B., and Borden, P.E.I.) (L.G., Jan., 1950, p. 62). The Board rejected the application for the reason that the proposed bargaining unit was not appropriate for collective bargaining.

### **Applications for Certification Received**

1. The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees on behalf of employees of the Canadian Pacific Railway Company employed in the office of the District Accountant, Windsor Station, Montreal, and on behalf of employees under the jurisdiction of the District Accountant who are employed at Glen Yards, Outremont, and Hochelaga, all in Montreal, and at Farnham, Quebec, P.Q., Sherbrooke, and Ottawa (Investigating Officer: L. Pepin).

2. The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees on behalf of employees of the Canadian Pacific Railway Company employed in the office of the Auditor of Passenger Receipts, Windsor Station, Montreal (Investigating Officer: L. Pepin).

3. The Brotherhood of Maintenance of Way Employees on behalf of employees of the Canadian Pacific Railway Company employed in the company's shops at Saint John, N.B., Montreal, Toronto, North Bay, Ont., and Sudbury, Ont. (Investigating Officer: R. Trépanier).

## **Conciliation and Other Proceedings Before the Minister of Labour**

### **Conciliation Officers Appointed**

1. On December 14, 1949, the Minister of Labour appointed a Conciliation Officer to deal with a dispute between Canadian Pacific Air Lines Limited and the Canadian Air Line Pilots Association (Conciliation Officer: R. H. Hooper).

2. On December 19, 1949, the Minister of Labour appointed a Conciliation Officer to deal with a dispute between the Gatineau Bus Company, Limited, Hull, P.Q., and Division 591, Amalgamated Association of Street, Electric Railway and Motor Coach

Employees of America (Conciliation Officer: R. Trépanier).

### **Settlement Facilitated by Conciliation Officer**

On December 7, 1949, the Minister of Labour received a report from G. R. Currie, Conciliation Officer, indicating the settlement of matters in dispute between the Yukon Consolidated Gold Corporation, Limited, and Dawson Miners' Union (Local No. 564, International Union of Mine, Mill and Smelter Workers) (L.G., Dec., 1949, p. 1554).



## Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation appointed to deal with the dispute between the Canadian National Railways, the Canadian Pacific Railway Company, the Ontario Northland Railway, and the Toronto, Hamilton and Buffalo Railway Company, on the employers' side, and a group of twelve international non-operating railway labour organizations (L.G., Dec., 1949, p. 1554), was fully constituted on December 8, 1949, with the appointment of the Hon. Mr. Justice J. O. Wilson, of the Supreme Court of British Columbia, Vancouver, as Chairman. Mr. Justice Wilson was appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board, Isaac Pitblado, K.C., Winnipeg, and Alfred J. Wickens, K.C., Moose Jaw, who had previously been appointed on the

nominations of the companies and unions, respectively.

2. The Board of Conciliation and Investigation appointed to deal with the dispute between the Canadian National Railways, the Canadian Pacific Railway Company, and the Ontario Northland Railway, on the employers' side, and the Canadian Brotherhood of Railway Employees and Other Transport Workers and the Brotherhood of Express Employees (L.G., Dec., 1949, p. 1554), was fully constituted on December 8, 1949, with the appointment of the Hon. Mr. Justice J. O. Wilson, of the Supreme Court of British Columbia, Vancouver, as Chairman. Mr. Justice Wilson was appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board, T. R. Meighen, K.C., and J. A. Coote, both of Montreal, who had previously been appointed on the nominations of the companies and unions, respectively.

## COLLECTIVE AGREEMENTS AND WAGE SCHEDULES

### Recent Collective Agreements

A file of collective agreements is maintained in the Economics and Research Branch of the Department of Labour. These are obtained directly from the parties involved and from the Industrial Relations Branch of the Department. A number of those recently received are summarized below.

Agreements made obligatory under the Collective Agreement Act in Quebec and schedules under Industrial Standards Acts, etc., are summarized in separate articles following this.

#### Mining

##### *Metal Mining*

**STEEP ROCK LAKE, ONT.—STEEP ROCK IRON MINES LTD. AND UNITED STEELWORKERS OF AMERICA, LOCAL 3466.**

Agreement to be in effect from August 1, 1949 to July 31, 1950, and thereafter from year to year, subject to notice during the month of June. Any eligible employee of the company may become a member of the union. There shall be no discrimination, intimidation, interference, restraint or coercion because of membership or non-membership in the union.

**Check-off:** the company shall deduct monthly from the pay of each employee who is or during the currency of the agreement shall become a member of the bargaining unit his union dues and remit same to the union.

Variation annually of basic wage rates with changes in the selling price of the product and unit production costs is provided in the industry-wide agreement between certain Fruit and Vegetable Packers and Shippers and the Federation of Fruit and Vegetable Workers' Unions (TLC) in British Columbia, summarized this month. The agreement is to be in effect for 4 years or more, the wages after the first year to be computed for each year in accordance with a Wage Formula based on the wage schedule in effect during the second half of the first year, the f.o.b. price of apples, and the total costs to the grower.

An employee shall have the right to require the union to refund the first deduction from his pay and to cease making deductions from his pay for union dues provided that notice is given the union, with a duplicate to the company, within 15 days of such deduction; the company, in accordance with such notice, shall cease making the deduction until further notice. The check-off is subject to the provisions of the "Rand Formula" with respect to penalties for unauthorized strikes and picketing.

**Hours of work:** 8 per day Monday through Saturday, a 48-hour week (to be reduced to a maximum of 40 hours when housing condi-

tions become more favourable in general). **Overtime:** time and one-half for work in excess of 8 hours in any one day or in excess of 8 continuous hours and for work performed on an employees' regular day off; double time for work on 6 specified *paid holidays*.

**Vacation with pay:** 6 days after one year's service, 8 days after 2 years' service, 10 days after 3 years' service and 12 days after 4 years' service.

**Hourly wage rates** (minimum) for certain classes: electricians \$1.10 to \$1.43, mechanics \$1.08 to \$1.34, shovel operators \$1.36 and \$1.47, machinists \$1.22 and \$1.37, welders \$1.17 and \$1.33, carpenters \$1.20 and \$1.30, churn drillers \$1.18 and \$1.26, blacksmiths \$1.19 and \$1.30, plumbers \$1.29, dredge operators \$1.26, unit repairmen \$1.43, bulldozer operators \$1.25, crushermen, painters, scalers \$1.24, pneumatic drillers \$1.19, linemen, hydraulic miners, riggers \$1.22, powdermen \$1.21, truck drivers (heavy), road grader operators \$1.20, stationary engineers fourth class, shovel oilers \$1.15, dumpmen \$1.14, pipefitters \$1.13, pumpmen \$1.11, tractor operators, truck drivers (light), warehousemen \$1.09, monitor operators \$1.08, burners \$1.06, helpers \$1.03, laboratory crushermen \$1.07, car samplers \$1.05, labourers \$1. Labourers are eligible at the end of 30 working days to helpers' rate subject to their being qualified. For most classifications the above rates represent a 5 cent per hour increase over the previous rates. **Off-shift premium:** 5 cents per hour extra will be paid employees regularly working on shift work for any time worked on other than day shift in excess of 2 consecutive weeks.

Provision is made for *seniority rights, grievance procedure* and a *safety committee*.

## Manufacturing

### Vegetable Foods

BRITISH COLUMBIA—CERTAIN FRUIT AND VEGETABLE PACKING AND SHIPPING FIRMS AND FEDERATION OF FRUIT AND VEGETABLE WORKERS UNION (TLC) IN THE PROVINCE OF BRITISH COLUMBIA.

Agreement to be in effect from May 1, 1949, to April 30, 1953, and thereafter from year to year, subject to notice. If, at any time, extraordinary conditions should arise making the operation of this agreement impractical or impossible, either party may notify the other party of its intention to commence negotiations to have the agreement amended and such negotiations are to commence within 15 days from the giving of such notice. The employer recognizes the union as the sole authorized bargaining agency for all eligible employees.

**Union security:** the employer will give preference to members of the union in good standing for continued employment, promotion, and transfer and in the hiring of new employees. No union members may be laid off until all non-members have been laid off, and no non-members may be re-employed until all competent members of the union have been offered re-employment. This provision shall not apply to employees listed on the seniority list prior to May 1, 1949. Any employee who at the date of this agreement is, or who hereafter during the life of this agreement becomes, a member of the union shall, as a condition of

continued employment, maintain membership in good standing during the life of this agreement.

**Check-off:** the provisions of the "Rand Formula" are part of the agreement.

**Hours:** from June 1 to November 30 any 8 or any 9 hours between 7 a.m. and 6 p.m. for a day shift and between 7 p.m. and 5 a.m. for a night shift. From December 1, to May 31, 8 per day, 44 per week. **Overtime:** between June 1 and November 30 all overtime in excess of 9 hours shall be paid for at time and one-half, and all time in excess of 11 hours at double time; between December 1, and May 31, all overtime in excess of 8 hours in any one day or 44 hours in any one week shall be paid for at time and one-half and all time worked in excess of 10 hours at double time; time and one-half will be paid for work on Sundays and on 7 specified holidays. **Rest periods:** an individual or collective 10 minutes' rest period, morning and afternoon, with pay for all hourly workers, shall be granted.

**Vacations with pay:** permanent employees shall qualify for one week after working for one year (not less than 250 days) and for two weeks after working for 5 consecutive years. Seasonal employees shall qualify for vacation, or pay in lieu of vacation to be computed at the rate of one-eighth days' pay for each week worked and to be paid at termination of employment.

**Wages:** from May 1, 1949, to August 31, 1949, the 1948 wage schedule was to be in effect with a few additions; from September 1, 1949, to April 30, 1950, the wage schedule, attached to the agreement, shall apply. For the year commencing May 1, 1950, and for each year thereafter, during the life of the agreement, the 1949 schedule, as amended in accordance with the Wage Formula, shall be in effect. The *Wage Formula* is based on two main factors: (a) changes in the average f.o.b. price of apples per box, and (b) changes in the total costs to growers per box. The average f.o.b. price of apples in 1947 is taken as the base price and the total costs to growers in 1947 as the base cost. According to the formula the basic wage for 1948 of 82 cents per hour (for adult male workers) will be changed in proportion to changes in the price of apples and the costs to growers. Labour's portion of any change will be 36 per cent of the increase or decrease from the base price per box plus or minus 16 per cent of the decrease or increase in Total Costs to Grower per box from the base cost. For example, if both the price of apples and the total costs to growers increase, 36 per cent of the increase in price will be added to the basic wage of 82 cents per hour, while 16 per cent of the increase in costs will be deducted from it. The Total Cost to Grower includes: orchard costs (average per box of apples), packinghouse and cold storage costs (average per wrapped box of apples) and selling costs (average per box of apples). "36 per cent" represents the relationship of base wage in 1948 to base price in 1947. "16 per cent" represents the relationship of packinghouse labour's portion in 1948 to total costs to grower in 1948. The maximum increase or decrease in the basic male wage rate in any one year shall not exceed 5 cents per hour, or proportionately on piece-work rates. With a few exceptions, each female worker placed on any job or classification formerly occupied by a male



worker must receive the rate for the male classification, provided she renders equal service.

**Hourly wage rates** for certain classes: sorting—sorters, experienced 66 cents, inexperienced 60 cents; lidding—nailer operators 82 and 87 cents, hand pressmen 87 and 90 cents; labellers—labelling crew, over 18 years of age, male 82 cents, female 76 cents; labellers, under 18 60 cents; checkers—checkers, stampers and count stampers, male 82 cents, female 76 cents; shipping—warehouse shipper l.c.l. shipper and assistant shipper 94 cents; stackers, car bracing 82 cents; wiring and stacking 87 cents; cold storage—help, engine operators 87 cents, junior engine operators 82 cents, wiring and stacking 92 cents; maintenance—maintenance men 87 cents (10 cents extra if they supply own tools), helpers 82 cents, box repairing or treating 84 cents; general—truck drivers 87 and 94 cents; truckers, stackers and skidmen, experienced 82 cents, inexperienced 74 cents; employees, 17 and 18 years 73 cents, 16 years and under 60 cents; dumpers (2 section grader), swamper, night watchmen 82 cents; dumpers (3 section grader), dispatchers 87 cents; lift-truck operator, 2 weeks 87 cents, thereafter 93 cents; towmotor operator 93 cents; packing—minimum rate for females, experienced 66 cents, inexperienced 60 cents. Rates for workers 18 years of age and under are subject to Grievance Committee. A 5 per cent *night shift premium* shall be paid to all workers with the exception of night watchmen and engine operators.

Provision is made for *seniority rights, grievance procedure, Labour-Management Production Committees* and the *safety and health* of employees.

### Metal Products

HAMILTON, ONT.—THE FROST STEEL AND WIRE COMPANY LTD. AND UNITED STEELWORKERS OF AMERICA, LOCAL 3561.

Agreement to be in effect from July 22, 1949, to June 1, 1950, and thereafter from year to year as long as the union is the certified agency, subject to notice; it is provided, however, that the question of wage rates may be brought up for discussion after 6 months from the date of signing of the agreement but no change is to be made unless agreed upon by both parties. There shall be no discrimination, intimidation or coercion because of membership or non-membership in the union.

**Check-off:** the parties agree to establish a voluntary but irrevocable check-off for the collection of union dues.

**Hours of work** for day workers: starting August 15, 1949, 9 hours per day Monday through Friday, a 45-hour week; these hours are subject to reverting on November 15, 1949, to the 48-hour week in effect before August 15, 1949, if storage problems from the shift working departments are found too costly or if production is lagging; daytime workers attached to the Draw or Galvanizing Mills will continue to work 8 hours per day, 6 days a week, a 48-hour week; watchmen will maintain their previous hours. For shift workers the standard hours shall be an average of 45½ hours spread over 3 weeks.

**Overtime:** time and one-half for time worked in excess of the standard working day or in the case of shift workers, the standard working week, on Sunday or the alternative

day of rest, and on 8 specified legal holidays, except where an employee receives pay for a statutory holiday, in which case he will be paid double time. **Paid holidays:** employees who have been with the company for 90 days will receive pay for 7 specified holidays (the previous agreement provided for 6 paid holidays) provided that the holiday falls on a regularly scheduled work day and that employees work the work days preceding and following the holiday.

**Vacation with pay:** one week after one year's service, two weeks after 5 years' service, and 3 weeks after 25 years' service; an employee with less than one year's but more than 3 months' service shall receive 2 per cent of his earnings as vacation pay.

**Wages:** both parties agree to the scale of wages in effect immediately prior to the date of this agreement plus an increase of 8 cents per hour to piece workers and 10 cents per hour to day workers, such increase to become effective from July 25, 1949. Retroactive pay will be paid to those employees still on the payroll on July 25, 1949, on the basis of 5 cents per hour for all clock hours in June and 10 cents per hour for all clock hours from July 1 to July 25, 1949. Current hourly base rate for certain classes: shipping department—wire shipper, checker, truck driver 90 cents, checkers, grade 1 and 2, 88 cents, truckers 85 cents. Hot dip galvanizing: large pans—pan men, picklers, fluxmen 88 cents, dipper pickler, crane operator 90 cents; small pans—handler, pickler 89 cents, pan men 91 cents. Galvanizing mill—blockers, reelers 86 cents, wipers 87 cents, firemen 90½ cents, sweepers, general labourers 84 cents. Fabricating department—bench hand special, attach fittings and web 88 cents, farm gate makers, press operators 90 cents, bundler 83 cents, painter, labourer 89 cents, gate turner 94 cents, arc welders 94 and 97 cents. Loom department—loom operator, barb wire operator 92 cents, general labour 83 cents, heavy fence operator 96 cents, helper 88 cents, staple feeders 87 cents, bale tie operator, bag tie, stapler, lawn fence operator 91 cents. Draw mill—wire drawers regular single 94 cents, continuous \$1.03; muffler operator 86 cents, helper 83 cents, die reamer and toolmaker 94 cents, crane operators 90 cents. Current hourly day rate for certain classes: Service department—electrician grade 1 \$1.25, grade 2 \$1.15, stockroom keeper, boilermen helpers \$1.05, carpenter \$1.13; firemen third class \$1.10, fourth class \$1.05, maintenance oiler \$1.11. Fabricating department—head shipper \$1.12, operator on special layout and experience \$1.14, helper \$1.07, chain link inspector, maintenance painter \$1.04, experimental work \$1.06. Machine shop—toolmaker \$1.25, machinists \$1.19, machinist welder \$1.17, blacksmiths \$1.12, machinist apprentice \$1.11.

Provision is made for *grievance procedure, seniority rights, and health and safety.*

### Shipbuilding

VANCOUVER AND NEW WESTMINSTER, B.C.—CERTAIN BOAT BUILDING AND BOAT REPAIRING FIRMS AND MARINE WORKERS' AND BOILERMAKERS' INDUSTRIAL UNION, LOCAL 1.

Agreement to be in effect from November 1, 1949, to October 31, 1951, with the proviso that wages only shall be subject to negotiation at any time after one year from the effective date upon 60 days' notice given by

either party. The company recognizes the union as the collective bargaining agency for all eligible employees.

**Union security:** any employee who at the date of this agreement is or who hereafter during the time of this agreement becomes a member of the union shall, as a condition of continued employment, maintain membership in good standing. In the event of a vacancy occurring the union will be given a reasonable opportunity to provide a qualified man; if it fails to provide, within a reasonable time, a man acceptable to the company, the latter shall be free to hire any one available.

**Check-off:** the company agrees to deduct from the wages of employees who so authorize union fees and dues and to remit same to the union.

**Hours of work:** 8 per day either Monday through Friday or Tuesday through Saturday, a 40-hour week. **Overtime:** time and one-half shall be paid for work done on either Saturday or Monday morning and double time for work done on either Saturday or Monday afternoon depending on whether the regular working shift is Monday through Friday or Tuesday through Saturday; time and one-half will also be paid for the first 4 hours worked in excess of the regular shift and double time after 12 hours of continuous work and for work on Sundays and on 9 specified statutory holidays, 3 of them *paid holidays* (the previous agreement did not provide for any paid holidays). Where an employee works overtime for more than 2 hours immediately following a regular 8-hour shift he shall be allowed a paid 30-minute lunch period.

**Vacation with pay:** each employee shall receive vacation allowance of an amount equal to 3 per cent of his straight time earnings for any period worked.

**Hourly wage rates:** caulkers (wood) \$1.48, shipwrights, joiners and carpenters \$1.45, helpers \$1.22, handymen \$1.20, labourers \$1.10, lead hands trade rate plus 10 cents; these rates are 4 cents per hour higher than the previous rates. Occupational classifications not listed above shall be paid 4 cents per hour more than the previous basic rate. On new construction work and where it is in conformity with general practice the recognized Field Scale of 20 cents per hour in addition to the basic rate shall be paid. On *out-of-town jobs* which require an employee to be absent from his home he shall be paid 8 hours' pay in each 24 hours of travelling time, fare, and first class board and room.

Provision is made for *grievance procedure*.

### **Non-Metallic Minerals and Chemicals**

BRANTFORD, ONT.—THE BRANTFORD ROOFING COMPANY LTD. AND FEDERAL UNION 24006 (AFL).

Agreement to be in effect from June 1, 1949, to May 31, 1950, and thereafter from year to year, subject to 30 days' notice. The company recognizes the union as the sole bargaining agency for all eligible employees and agrees not to discriminate against any employee because of his or her membership in the union. **Union security:** all new employees shall have a period of 30 days in which to become a member of the union; they shall remain in good standing during the term of this agreement.

**Check-off:** the company agrees to deduct the monthly dues and to remit same to the union.

**Hours of work:** 9 per day Monday through Friday, a 45-hour week. **Overtime:** time and one-half shall be paid for the first 4½ hours in excess of the regular hours and for work performed on Saturday before noon, double time thereafter and also for work performed on Sundays and on six specified *paid holidays* (the agreement previously in effect provided for only 3 paid holidays).

**Rest periods:** all employees working standard hours shall have rest periods of 10 minutes twice a day and also a 5 minute wash period before noon and before quitting time.

**Vacation with pay:** one week after one year's service; after 2 years' service employees shall receive 2 extra days, after 3 years' service 3 extra days, after 4 years' service 4 extra days, after 5 years' service one extra week; the additional days are to be taken between Christmas and New Year's Day.

**Hourly wage rates:** male—skilled machine operators, premium jobs 93 cents, semi-skilled 95 cents, finishers 92 cents; female—skilled operators 83 cents, semi-skilled 82 cents; shipping (male) 95 cents, unloading 92 cents. The minimum starting rate for new employees shall be 85 cents for male and 70 cents for female employees with an advance of 5 cents per hour per month until the regular rate of wages is reached. At the end of the second month males are to be paid a minimum of 92 cents and females a minimum of 82 cents. Where female employees are performing work equal to men's they shall receive the same rate of wages.

Provision is made for *seniority rights* and *grievance procedure*.

NOBEL, ONT.—CANADIAN INDUSTRIES LIMITED AND UNITED MINE WORKERS OF AMERICA, DISTRICT 50, CANADIAN CHEMICAL DIVISION, LOCAL 13031.

Agreement to be in effect from November 25, 1949, to November 25, 1950. Either party may, on 10 clear days' notice in writing, require the other party to enter into negotiations for the renewal of the agreement within the period of 2 months prior to the expiry date and both parties shall thereupon enter into such negotiations in good faith. The company recognizes the union during the term of this agreement as the exclusive bargaining agent of all eligible employees. There shall be no discrimination, intimidation, interference, restraint, coercion or attempted coercion because of membership or non-membership in the union.

**Check-off:** the company agrees to deduct monthly union dues from the wages of all employees who so authorize and to remit same to the union.

**Hours:** for day workers—9 hours per day Monday through Thursday, 8 on Friday, a 44-hour week; for shift workers—8 hours per day, either 6 or 5 days a week, in accordance with a schedule to be established from time to time. **Overtime:** time and one-half for work in excess of the normal daily hours; double time for work performed on the assigned day of rest and, in the case of permanent employees, on 8 specified *paid holidays* (an increase of 2 from the previous agreement), provided they work the scheduled working day immediately preceding and



following the holiday; employees who are not entitled to paid holidays will be paid time and one-half for all work performed on any of the 8 holidays. *Rest and wash-up periods:* a 10-minute rest period will be scheduled for certain production employees during the first half of the shift throughout the year and during the second half of the shift throughout the months of June, July and August. All day workers will be granted a 5-minute wash-up period before luncheon and a 10-minute (where employees are required to take a shower, a 15-minute) wash-up period at the end of the shift.

The application of the Industrial Relations Plans shall continue in respect of the employees in conformity with their general application throughout the company.

Hourly wage rates for certain classes, effective October 11, 1949: high explosives department: powder repairs—powder line repairman, first class \$1.34 (3 cents less until Nov. 25, 1949), second class \$1.25, helper \$1.12; mixing—operator, first \$1.25, second \$1.18, powder shoveller \$1.12; gelatin and dynamite cartridging—operators, first \$1.28 (3 cents less until Nov. 25, 1949), second \$1.22, third (gelatin cartridging) \$1.15; hand pack—operators \$1.08 and \$1.18; truckers, locomotive drivers \$1.05 and \$1.08; hand truckers \$1.05; box pack house—operator, first \$1.18, second \$1.12, box packer \$1.08; dope house—operators \$1.08 and \$1.18, ingredient handler \$1.05; box factory—operators \$1.12 and \$1.18, machine attendant \$1.05; magazines—operator \$1.15, helper \$1.08; shell house—operator \$1.12, machine attendant, wax room operator \$1.02; pulp dry—operator \$1.08, helper \$1.02; nitroglycerine department—first operator \$1.25, nitrator operator \$1.22, separator operator, neutralizer \$1.18, glycerine-acid man \$1.15; acid department—acid first operator \$1.25 (3 cents less until Nov. 25, 1949), acid repairman \$1.28, acid second operator, acid shifter \$1.15, ammunition dry operators \$1.05 and \$1.12, soda dry operator \$1.05, helper \$1.02; light, heat and power department—shift engineer \$1.28 (3 cents less until Nov. 25, 1949), power house repairman \$1.15, firemen \$1.12; maintenance and construction departments—machinist, joiner, welder, electrician, pipefitter, motor mechanic, lead-burner \$1.31; millwright, carpenter, blacksmith \$1.28; tradesman, second class \$1.18, helper \$1.05; signwriter \$1.18; painters \$1.05 and \$1.15, helper \$1.02; brick repairmen \$1.15, cement finisher \$1.08; labour department—labour, inexperienced 94 cents, trained 99 cents; track repairman \$1.12, helper 99 cents; teamster \$1.02, watchman \$1.08, janitor 99 cents. The above rates represent a general increase of 6 cents per hour over the previous rates.

Provision is made for a *Plant Advisory Committee, seniority rights, grievance procedure and safety and health.*

**NOBEL, ONT.—CANADIAN INDUSTRIES LIMITED AND UNITED MINE WORKERS OF AMERICA, DISTRICT 50, CANADIAN CHEMICAL DIVISION, LOCAL 13372 (CLERICAL WORKERS).**

Agreement to be in effect from August 5, 1949, to August 5, 1950. Either party may, on 10 clear days' notice in writing, require the other party to enter into negotiations for the renewal of the agreement within the period of 2 months prior to the expiry date, and both parties shall thereupon enter into

such negotiations in good faith. The company recognizes the union during the term of this agreement as the exclusive bargaining agent of all eligible employees.

*Check-off:* both parties agree to the establishment of a voluntary and revokable check-off of union membership dues.

*Hours:* 40 hours per week scheduled from Monday through Friday. Eight specified days will be recognized as holidays.

The application of the Industrial Relations Plans including the rules governing them, and the practices governing the granting of vacations and leave of absence shall continue in respect of the employees in conformity with their general application to clerical and office personnel throughout the company.

*Monthly salary range:* Group No. 1—junior typists, stenographers and clerks \$90 to \$120. Group No. 2—typist, typist and telephone operator, stenographer, grade 1, shipping clerk, general clerk, grade 1 \$120 to \$160. Group No. 3—grade 2 general clerks and stenographers \$150 to \$180. Group No. 4—general clerks, grade 3, stores clerk, department clerk \$170 to \$220. Group No. 5—payroll clerk, raw materials clerk \$200 to \$260. Group No. 6—cost clerk, storekeeper \$225 to \$275.

Provision is made for *seniority rights and grievance procedure.*

**JAMES ISLAND, B.C.—CANADIAN INDUSTRIES LIMITED, JAMES ISLAND WORKS, AND THE CANADIAN CHEMICAL AND EXPLOSIVES WORKERS' INDUSTRIAL UNION, FEDERAL UNION No. 128 (TLC).**

Agreement to be in effect from June 1, 1949, to May 31, 1950. Either party may, on 10 clear days' notice in writing, require the other party to enter into negotiations for the renewal of the agreement within the period of 2 months prior to the expiry date and both parties shall thereupon enter into such negotiations in good faith. The company recognizes the union during the term of this agreement as the exclusive bargaining agent of all eligible employees. There shall be no discrimination, intimidation or coercion because of membership or non-membership in the union.

*Check-off:* the company agrees to deduct initiation fees and union dues from the wages of employees who so authorize and to remit same to the union.

*Hours:* 8 per day 5 days a week, a 40-hour week. *Overtime:* time and one-half for the first 4 hours worked in excess of the normal daily hours, double time thereafter; time and one-half for work performed on the regularly assigned day of rest and on 4 specified holidays; double time for work on 4 specified *paid holidays*, provided employees work their regular working day immediately preceding and following the holiday.

*Hourly wage rates* for certain classes: high explosives department: powder repairs—helper, first \$1.32, second \$1.14; mixing and cartridging houses—operators, first \$1.29, second \$1.21, third \$1.14, helpers \$1.09; truckers \$1.09; box packing house—operators \$1.14 and \$1.21, helpers \$1.09; dope house—box factory operators \$1.12 and \$1.19, helpers \$1.07; magazines—helpers \$1.07 and \$1.14; shell house—operators \$1.14 and \$1.29, helpers \$1.07; pulp dry—operators \$1.12, helpers \$1.07; nitroglycerine department—operators \$1.21 and \$1.29, glycerine and acid

man \$1.18; acid department—operators \$1.11 and \$1.18, helpers \$1.07; black powder department—operators \$1.09 and \$1.14, helpers \$1.08; power house—shift engineer \$1.35, repairman and trained fireman \$1.21, fireman \$1.14; mechanical department—machinists, pipefitters, electricians, first class \$1.35, second class \$1.18, helpers \$1.10; blacksmiths \$1.26, helpers \$1.07; carpenters \$1.22 and \$1.35, helpers \$1.10; bricklayers \$1.35, helpers \$1.07; painters, first class \$1.21, second class \$1.09, apprentices \$1.07; welder and leadburner \$1.21 and \$1.35, welder helper \$1.10; labour department—labourer, watchman, janitor, laboratory boy \$1.04; track repairman, laundryman, laboratory assistant trained \$1.09; motor truck operator, tractor driver, locomotive driver \$1.12;

stores helper \$1.07, boat attendant \$1.14. The above rates are from 7 to 9 cents higher than in the previous agreement. An *off-shift premium* of 5 cents an hour shall be paid for work on regularly scheduled evening or night shifts commencing between the hours of 3 p.m. and 5 a.m. Employees required to do work ordinarily performed by stevedores on scows, barges or other vessels which are not self-propelled, shall receive stevedores' rate of pay for such work.

It is agreed that the application of the Industrial Relations Plans and the rules governing them shall continue in respect of the employees in conformity with the general application throughout the company.

Provision is made for *seniority rights, grievance procedure and safety and health.*

## Collective Agreement Act, Quebec

Recent proceedings under the Collective Agreement Act, Quebec,\* include the amendment of nine agreements. In addition to those summarized below, they include: the amendment of the agreement for the sheet metal manufacturing industry at Montreal published in the *Quebec Official Gazette*, issue of December 3.

A request for the amendment of the agreement for wholesale and retail stores at Rimouski was gazetted November 26; a request for the amendment of the agreement for clockmakers in the counties of Drummond, Arthabaska, etc. was gazetted December 3. Requests for amendments to the agreements for the railway and bus manufacturing industry at Montreal, for the uncorrugated paper box industry and for the work glove and fine glove industries in the province, for building trades at Hull and a request for a new agreement for bakers, retail stores and hotels at Magog were published in the *Quebec Official Gazette*, issue of December 17.

\*In Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the Provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship, and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and 30 days are allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. References to the summary of this Act and to amendments to it are given in the *LABOUR GAZETTE*, January 1949, page 65. Proceedings under this Act and earlier legislation have been noted in the *LABOUR GAZETTE* monthly since June, 1934.

Orders in Council were also published approving or amending the constitution and by-laws of certain joint committees and others approving the levy of assessments on the parties.

## Manufacturing

### Fur and Leather Products

#### TANNERY EMPLOYEES, PROVINCE OF QUEBEC.

An Order in Council, dated December 7, and gazetted December 17, amends the previous Orders in Council for this industry (L.G., Jan., 1947, p. 48, Aug., p. 1174; April, 1948, p. 331, Aug., p. 871 and previous issues).

*Minimum hourly wage rates*—employees working on an hourly basis:—

	Zones		
	I	II	III
Class A (not less than 60% of employees) ..	\$0.80	\$0.76	\$0.70
Class B (not more than 25% of employees) ..	0.65	0.62	0.56
Class C (not more than 15% of employees) ..	0.50	0.50	0.45

the above rates represent an increase of 5 cents per hour for all classes in the 3 zones.

Employees working on a piece-work basis:—

	Zones		
	I	II	III
Class A (not less than 60% of employees) ..	\$0.80	\$0.836	\$0.77
Class B (not more than 25% of employees) ..	0.715	0.682	0.616
Class C (not more than 15% of employees) ..	0.55	0.55	0.495

Furthermore, the piece-work rates in force on September 1, 1949, are increased by 7 per cent.

During the first year of their operation, new establishments in zone III benefit by a reduction of 20 per cent on the minimum rates shown, during the first 6 months; this percentage is reduced to 10 per cent during second 6 months.

*Vacation*: as in the previous agreement, one week with pay to employees with one year's service; the second week's vacation with pay is now granted to employees with three years' service instead of after five years' service as previously provided.



## **Pulp, Paper and Paper Products**

### **CORRUGATED PAPER BOX INDUSTRY, PROVINCE OF QUEBEC.**

An Order in Council, dated November 17, and gazetted November 26, amends the previous Orders in Council for this industry (L.G., March, 1947, p. 369; Aug., 1948, p. 871; Aug., 1949, p. 987, Dec., p. 1558, and previous issues) by the addition of the "Champlain Paper Box Ltd., Corrugated Paper Division of Quebec" as co-contracting party.

## **Metal Products**

### **RAILWAY CAR AND BUS MANUFACTURING, MONTREAL.**

An Order in Council, dated November 17, and gazetted November 26, amends the previous Orders in Council for this industry (L.G., Sept., 1947, p. 1307; Nov., 1948, p. 1246, and previous issues) by substituting the name "Montreal Car Builders Union, Areas A and B" for the name "Employees' Association of the Canadian Car and Foundry Company Limited, Turcot and Dominion Plants" as contracting party.

## **Construction**

### **BUILDING TRADES, ST. HYACINTHE.**

An Order in Council, dated November 17, and gazetted November 26, amends the previous Orders in Council for this industry (L.G., July, 1947, p. 1002, Sept., p. 1308; May, 1948, p. 488; Oct., 1949, p. 1247, and previous issues) by providing that notwithstanding any other provisions, cities and towns and the municipal corporations of zone II are not governed by the present agreement inasmuch as repair or maintenance work on their own buildings, construction, rebuilding or maintenance work on aqueducts, sewers, pavings, sidewalks, etc. under their immediate control are concerned. The exemption does not apply to contractors or sub-contractors carrying on the same operations under control of or by contract for the said cities, towns, etc.

Municipal corporations of zone I do not benefit by the provisions of the foregoing paragraph; however they may pay their employees 5 cents per hour less than the minimum wage rate set for building trades workers or \$3 per week less in the case of permanent maintenance men. In addition the provision governing the number of handicapped workers that may be employed does not apply to municipal corporations of zone I.

### **BUILDING TRADES, SHERBROOKE.**

An Order in Council, dated November 24, and gazetted December 3, amends the previous Orders in Council for this industry (L.G., Nov., 1947, p. 1661; Dec., 1948, p. 1421; Feb., 1949, p. 178).

**Minimum hourly wage rates** for building trades workers, except labourers (whose rate remains unchanged) and except plumbers and sheet metal workers in Sherbrooke, are increased by 5 cents per hour in the 3 zones. In the city of Sherbrooke and within a 2 mile radius of its limits, minimum rates for plumbing and steamfitting contractor (personal services), journeyman plumber and steamfitter, pipe welder, tinsmith, sheet metal worker and roofer and junior journeyman (first year) are unchanged. For each

increase or decrease of 10 points in the Federal cost-of-living index (160 point mark as of July 15, 1948) the minimum hourly rates payable shall be 5 cents per hour higher or lower as the case may be. Adjustments to be made each 3 months, reckoning from July 15, 1949. This provision does not apply to pipe mechanics, steamfitters, welders, tinsmiths and roofers employed in Sherbrooke and within a radius of 2 miles from its limits.

Apprenticeship regulations are also affected by this amendment.

### **BUILDING TRADES, THREE RIVERS.**

An Order in Council, dated November 17, and gazetted November 26, amends the previous Orders in Council for this industry (L.G., March, 1947, p. 370, Nov., p. 1661; Jan., 1948, p. 51, Aug., p. 873; Sept., 1949, p. 1116, and previous issues) by providing that all operations governed by Ordinance number 39 of the Minimum Wage Commission, including construction of roads, camps and other improvements required in forest operations as dikes, dams, piers, booms, etc. are not governed by the present agreement.

## **Trade**

### **RETAIL STORES, COATICOOK.**

An Order in Council, dated November 17, and gazetted November 26, amends the previous Orders in Council for this industry (L.G., Sept., 1941, p. 1162; July, 1944, p. 868).

**Hours:** 52 per week; Monday, Tuesday, Thursday and Friday: 8 a.m. to 6 p.m.; Wednesday: 8 a.m. to 12 noon; Saturday: 8 a.m. to 10 p.m. When a holiday falls in a week the working hours on Wednesday may be extended until 6 p.m. One-quarter hour is allowed after closing time for cleaning store, without remuneration.

**Minimum weekly and hourly rates:** group A, comprising 10 per cent of employees \$25 per week; group B, 35 per cent \$18; group C, 45 per cent \$15; group D, 10 per cent \$13 per week. Rates are increased by from \$5 to \$7 per week. Minimum wage rate for delivery employees (without bicycle) \$8 per week or 15 cents per hour; (with bicycle) \$11 per week or 20 cents per hour (hourly rates when time worked is less than 9 consecutive hours). Rates in first case (without bicycle) represent an increase of \$2 per week or 2½ cents per hour; in second instance (with bicycle) is an added classification. For office employees the minimum rate per hour is 20 cents after the first 6 months to 30 cents per hour after 2 years of service; seamstresses 30 cents per hour, an increase of 7½ cents.

**Vacation:** all regular employees after one year of continuous service are entitled to 7 days continuous vacation with pay.

### **GROCERS AND BUTCHERS, SHERBROOKE.**

An Order in Council, dated September 7, and gazetted December 17, amends the previous Orders in Council for this industry (L.G., July, 1940, p. 734, Aug., p. 868; June, 1941, p. 706; Oct., 1943, p. 1382; Nov., 1945, p. 1679; Jan., 1946, p. 52, Dec., p. 1774).

**Overtime** shall be paid only for work other than that concerned with the sale of goods, such work being forbidden outside regular weekly working period.

**Minimum weekly and hourly wage rates:** for all employees (male and female) class A, comprising 75 per cent \$18 per week; class B, 25 per cent \$16. Previously there were 4 classes of employees 25 per cent in each, from A to D, with rates ranging from \$8 to \$15 per week. **Minimum wage rates** for apprentices (first 6 months) \$14 per week; for delivery employees (without bicycle) \$8.50 (with bicycle) \$11 per week (increases of from \$3.50 to \$6 per week); extra delivery employees (without bicycle) 15 cents per hour; (with bicycle) 20 cents (increases of 5 and 10 cents per hour).

Extra or supernumerary employees shall not receive less than 35 cents per hour.

**Vacation:** employees with less than one year's continuous service are entitled to vacation with pay of one half-day per month of service equivalent to 2 per cent of wages earned during service period.

The employer shall pay for the rental and cleaning of clerks' uniforms.

A charge for board and room not exceeding \$4 per week or \$1.25 per week for room only, may be made if the employer lodges or boards employees.

## Industrial Standards Acts, Etc.

### Schedules of Wages and Hours Recently Approved by Provincial Orders in Council in New Brunswick, Ontario, Saskatchewan and Alberta

Recent proceedings under the Industrial Standards Acts, etc.\* include, in addition to those summarized below: the amendment to the schedule for carpenters in the Fort Frances zone, published in *The Ontario Gazette*, issue of October 22 and a new schedule for the barbering industry in the Blyth, Brussels, Lucknow, Teeswater and Wingham zones in the issue of November 26.

#### NEW BRUNSWICK

##### Construction

###### CARPENTERS, SAINT JOHN.

An Order in Council, gazetted October 19, makes binding the terms of a new schedule for carpenters at Saint John and within a radius of 15 miles excepting that part of the area lying north of the Kennebecas River. Schedule to be in effect until April 1, 1950.

**Hours:** 8 per day, Monday through Friday, 4 on Saturday, a 44-hour week.

**Overtime rate** is payable at \$1.65 per hour for the first 4 hours, \$2.20 thereafter and for work on Sundays and 8 specified holidays.

**Minimum wage rate:** \$1.10 per hour. Work which cannot be performed during the regular working period may be carried out at other periods of the day for which a minimum rate of \$1.26 per hour shall be paid.

#### ONTARIO

##### Construction

###### PAINTERS AND DECORATORS, TORONTO.

An Order in Council, dated November 17, and published in *The Ontario Gazette*, December 3, makes binding the terms of a new schedule for painters and decorators in the Toronto zone, to be in effect from December 13, 1949, during pleasure.

**Hours:** 8 per day, Monday through Friday, a 40-hour week. Work performed at night which because of its nature cannot be done during the regular working period is restricted to 7 hours on any night shift, and such work will be known as *night work*.

**Overtime** is payable at the rate of time and one-half for all work between 5 p.m. and 8 p.m. on regular working days and between 8 a.m. and 5 p.m. on Saturdays; double time for all other work and on Sundays and 7 specified holidays. No overtime work to be done on Saturdays, Sundays, or 7 specified holidays without the permission of the advisory committee.

**Minimum hourly wage** for work performed during regular working periods and for night work, \$1.35 per hour. Employees on *night work* shall receive 8 hours' pay for 7 hours work. The advisory committee may fix a lower minimum rate for an employee who is handicapped.

###### PLUMBERS, WINDSOR.

An Order in Council, dated October 13, and gazetted October 22, makes binding the terms of a new schedule for plumbers in the Windsor zone, to be in effect from November 1, 1949, during pleasure.

The terms of this schedule are similar to the terms of the one previously in effect and summarized in the *LABOUR GAZETTE*, issue of October, 1947, p. 1476, and October, 1948, p. 1130, with the following exception:—

**Minimum hourly wage rates** are further increased, by 10 cents to \$1.75 per hour.

\*In six provinces—Ontario, Alberta, Nova Scotia, Saskatchewan, New Brunswick and Manitoba—legislation provides that, following a petition from representatives of employers and employees in any (or specified) industries, the provincial Minister charged with the administration of the Act may himself, or through a government official delegated by him, call a conference of representatives of employers and employees. This conference is for the purpose of investigating and considering the conditions of labour in the industry and of negotiating minimum rates of wages and maximum hours of work. A schedule of wages and hours of labour drawn up at such a conference, if the Minister considers that it has been agreed to by a proper and sufficient representation of employers and employees may on his recommendation be made binding by Order in Council in all zones designated by the Minister. The Minister may also establish an advisory committee for every zone to which a schedule applies to assist in carrying out the provisions of the Act and the regulations. Reference to the summaries of these Acts and to amendments to them are given in the *LABOUR GAZETTE*, December 1948, page 1422.



## SASKATCHEWAN

### Manufacturing

#### *Vegetable Products*

##### BAKERS AND BAKERY SALESMEN, REGINA.

An Order in Council, dated October 11, and gazetted October 22, amends the previous Orders in Council for this industry (L.G., Oct., 1948, p. 1130; April, 1949, p. 451). This order shall be in force from June 6, 1949.

*Hours:* the number of hours per week for all inside employees is reduced from 44 to 42. Overtime is payable for all hours worked in excess of 42 hours in any one week.

*Minimum wage rates:* the words "regular salesmen, \$21 basic pay, plus 5 per cent on wholesale and 10 per cent retail on cakes and pastry, and  $\frac{1}{2}$  cent wholesale and 1 cent retail on bread; guaranteed weekly wage, \$35 per week" are substituted for "\$20 guaranteed wage per week plus 5 per cent wholesale and 10 per cent retail on all sales of cakes and pastry and  $\frac{1}{2}$  cent wholesale and 1 cent retail per loaf on all bread sales." Rates for female employees, performing duties of a male, with assistance, are increased by 10 per cent, from 80 per cent to 90 per cent of the classification of such work.

## ALBERTA

### Manufacturing

#### *Vegetable Foods*

##### BAKERS, LETHBRIDGE.

An Order in Council, dated September 26, and gazetted October 15, makes binding the terms of a new schedule for bakers in Lethbridge to be in effect from October 25, 1949, during pleasure.

*Hours:* 8 per day, a maximum of 46 in a week for all employees (male and female).

*Overtime rates* for male and female employees for all time worked in excess of maximum weekly hours and for all work performed on 8 statutory holidays, when one day in lieu thereof is not allowed within 7 days, is payable at the rate of time and one-half. This rate also applies to time worked during a rest period of not less than 24 hours in every consecutive 7 days, with not less than 12 consecutive hours between shifts. No overtime to be worked without permission of the advisory committee.

*Minimum weekly wage rates:* ovenmen, doughmen, cake baker \$43.50 per week; dividerman, moulderman and bench hands \$42; bakers' helper (male) bread or cake shop \$31 per week during first 3 months to a maximum of \$37 after sixth 3 months period; helpers (female) in bread shop, rackers and hand wrappers \$26 during first 3 months to \$28 per week after second 3 months; helpers (female) in cake shop or shipping room \$24.50 during first 6 months to \$31.50 per week after seventh 6 months period; shipper \$37.50 per week, assistant \$32.50; bread wrapper \$35.50 per week, assistant \$29.50 during first 6 months to \$33.50 after fourth 6 months; janitors (male) \$31.50 per week during first 6 months to \$33.50 after second 6 months; maintenance

man \$34.50 during first 6 months to \$37.50 after third 6 months period. Three new classifications are added: night doughman \$46 per week; receiver \$34.50 during first 6 months to \$37.50 after third 6 months and janitors (female) \$29.50 during first 6 months to \$31.50 per week after second 6 months; *apprentices* (16-21 years of age) \$25.50 during first 6 months to \$39.50 per week during eighth 6 months, thereafter \$42 per week as baker. A graduated scale of increases by \$1 per week to the maximum rate is in effect where minimum and maximum rates are shown and is based on completed 3 or 6 months periods of service from original date of employment. Average weekly increases over the 1947 schedule (LABOUR GAZETTE, of June, 1947, p. 827), range from \$3.50 to \$7.50 per week in most cases. Minimum rate for jobbers, temporary or part-time employees (male or female) employed on an hourly or daily basis shall be 10 cents per hour over the single hourly rate of weekly employees. These employees shall be given 4 hours' pay for any consecutive hours worked less than 4. An employee required to do the work of a classification entitled to a higher rate of pay than he is receiving, after one day's work in such classification at his regular rate, shall be paid the rate applicable to the classification in which he is actually employed.

*Vacation:* one week with pay after one year's continuous service, 2 weeks with pay after 2 years' service.

Apprenticeship regulations are also included in the schedule.

##### BAKERY SALESMEN, LETHBRIDGE.

An Order in Council, dated September 26, and gazetted October 15, makes binding the terms of a new schedule for bakery salesmen in Lethbridge to be in effect from October 25, 1949, for 12 months and thereafter during pleasure.

*Hours:* 9 per day, 48 in a week, distributed daily till 6 p.m., except on Wednesdays when work shall not extend beyond 2 p.m. unless Saturday is given in lieu thereof.

*Overtime:* for all time worked in excess of 9 per day or 48 in a week (when a statutory holiday occurs in a calendar week such week shall be considered a 40-hour week) is payable at the rate of \$1.17 per hour; work on any of 8 paid statutory holidays (where one day in lieu thereof is not allowed within 7 days) double time or \$1.56 per hour will be paid. No overtime to be worked without the permission of the advisory committee.

*Minimum weekly wage rates:* salesmen (experienced) \$37.50 per week basic wage plus  $1\frac{1}{2}$  per cent on bread and hard rolls, 5 per cent on total sales of sweet dough and wholesale cakes and 10 per cent on retail cakes; (inexperienced), first 3 months \$33; stableman \$29.50 during first 3 months, thereafter, \$32.50 per week.

*Vacation:* one week with pay after one year's continuous service, 2 weeks with pay after 2 years' service.

If uniforms are worn by the employees they are to be supplied on a 50 per cent basis.

# FAIR WAGES CONDITIONS IN DOMINION GOVERNMENT CONTRACTS

The Fair Wages Policy of the Dominion Government has the purpose of ensuring that all government contracts contain provisions to secure the payment of wages generally accepted as current in each trade for competent workmen in the district where the work is carried out.

There are two sets of conditions applicable to government contracts, those which apply to building and construction work, and those which apply to contracts for the manufacture of various classes of government supplies and equipment.

The practice of the different departments of the Government, before entering into contracts in the first group, is to obtain from the Department of Labour schedules setting forth the current wage rates for the different classifications of workmen required in the execution of the work. These schedules, known as fair wages schedules, are thereupon included by the department concerned in the terms of the contract.

Fair wages schedules are not issued in respect of contracts for supplies and equipment. Contracts in this group are awarded in accordance with a policy which provides that wage rates must equal those current in the district.

A more detailed account of the Dominion Government's Fair Wages Policy is given in the LABOUR GAZETTE for July, 1946, p. 932.

## Schedules Prepared and Contracts Awarded During November

### (1) *Works of Construction, Remodelling, Repair or Demolition*

During the month of November the Department of Labour prepared 157 fair wages schedules for inclusion in building and construction contracts proposed to be undertaken by various departments of the Government of Canada in different parts of the Dominion.

During the same period a total of 103 construction contracts was awarded by the various Government departments. Particulars of these contracts appear in the accompanying table.

Copies of the relevant wages schedules are available to trade unions or other *bona fide* interested parties, on request.

The labour conditions of each of the contracts listed under this heading, besides stipulating working hours of not more than eight per day and forty-four per week, provide that "where, by provincial legislation, or by agreement or current practice, the working hours of any class of workers are less than forty-four per week, such lesser hours shall not be exceeded on this work except in cases of emergency as may be approved by the Minister of Labour and then only subject to the payment of overtime rates as specified by the Minister of Labour", and also specify that the rates of wages set out therein are "*minimum rates only*" and that "*nothing herein contained shall be considered as exempting contractors and subcontractors from the payment of higher rates in any instance where, during the continuance of the work such higher rates are fixed by provincial legislation, by agreements between employers and employees in the district or by changes in prevailing rates.*"

### (2) *Contracts for the Manufacture of Supplies and Equipment*

Contracts for supplies and equipment were awarded as follows, under the policy that wage rates must equal those current in the district:—

Department	No. of contracts	Aggregate amount
Canadian Commercial Corporation. . . . .	6,956	\$7,085,330.68
Post Office. . . . .	14	90,116.81
Public Works. . . . .	1	20,662.00
R.C.M.P. . . . .	2	76,541.40



# CONTRACTS CONTAINING FAIR WAGES SCHEDULES AWARDED DURING NOVEMBER

Location	Nature of Contract	Name of Contractor	Amount of Contract	Date of Wages Schedule
<b>Canadian Commercial Corporation</b>				
Mount Pleasant, P.E.I.	Disbanding of boiler house and erecting of same at R.C.A.F. Station, Summerside, P.E.I.	M. F. Schurman Co. Ltd., Summerside, P.E.I.	\$ 58,840 00	Dec. 8, 1949
Cornwallis, N.S.	Resurfacing and sodding of playing field, H.M.C.S. "Cornwallis".	George Coupar, Truro, N.S.	15,000 00	June 3, 1949
Halifax, N.S.	Renewal of existing drill hall floor, Building No. 41, Garrison Barracks.	Furdy Construction Co. Ltd., Halifax, N.S.	14,800 00	Nov. 16, 1949
Halifax, N.S.	Installation of a shaving exhaust system, Willow Park.	Powers Bros. Ltd., Lunenburg, N.S.	5,709 00	Nov. 18, 1949
Halifax, N.S.	Complete painting of the drill hall and stairway located in the Towers, Halifax Armoury.	Jas. P. Lahey, Dartmouth, N.S.	9,777 00	Dec. 2, 1949
Halifax, N.S.	Paving of roads and parking areas, Willow Park.	Standard Paving Maritime Ltd., Halifax, N.S.	10,394 00	Dec. 14, 1949
Halifax, N.S.	Gunitite waterproofing of outside walls of Buildings Nos. 1 and 5, Willow Park.	The Canada Gunitite Co. Ltd., Halifax, N.S.	12,960 00	Dec. 14, 1949
Halifax, N.S.	Reroofing of Buildings Nos. 16, 33, 35, 36, 38, 39 and 47, Garrison Barracks.	Furdy Construction Co. Ltd., Halifax, N.S.	17,540 00	Dec. 10, 1949
Moncton, N.B.	Exterior painting of Buildings Nos. 15, 16, 17, 17A, 18, 19, 20, 21, 32, 33, 34 and 50 and the interior painting of Buildings Nos. 49 and 50 at No. 5 Supply Depot.	H. Smith, Portsmouth, Ont.	9,314 00	Dec. 6, 1949
Bouchard, P.Q.	Construction of roads and sidewalks, Married Quarters Area, No. 34 O.A.D.	Charles Duranceau Ltée., Montreal, P.Q.	5,991 80	Nov. 18, 1949
Montreal, P.Q.	Reroofing of Drill Hall and repairs to flashing, Craig Street Drill Hall.	Douglas Bros. Ltd., Montreal, P.Q.	5,750 00	Aug. 8, 1949
Montreal, P.Q.	Installation of crushed stone base and concrete asphalt pavement and cutting and shaping ditches, Area "A", No. 25 Central Ordnance Depot.	Alexandre Duranceau, Montreal, P.Q.	15,674 23	June 28, 1949
Quebec, P.Q.	Renovation to Mann Stores for use as a men's Mess at the Citadel.	Magloire Cauchon Ltée., Quebec, P.Q.	135,900 00	Dec. 8, 1949
Barriefield, Ont.	Roof repairs at Barriefield Military Camp.	H. J. McFarland Construction Co. Ltd., Picton, Ont.	5,520 00	July 28, 1949
Barriefield, Ont.	Roof repairs to 3 permanent buildings, Vimy Barracks.	W. A. Moffatt Co., Toronto, Ont.	1,900 00	Dec. 2, 1949
Camp Borden, Ont.	Installation of street lighting at the R.C.A.F. Station.	Ainsworth Electric Co. Ltd., Toronto, Ont.	4,933 00	Dec. 1, 1949
Camp Borden, Ont.	Application of asphaltic prime on approximately 89,160 square yards of gravel roads.	Law Construction Ltd., Toronto, Ont.	6,389 80	Nov. 28, 1949
Centralia, Ont.	Landscaping, permanent married quarters, R.C.A.F. Station.	W. S. Fullerton Construction Co., Windsor, Ont.	14,828 00	Aug. 23, 1949
Kingston, Ont.	Construction of a R.C.E. Workshop Royal Military College.	M. Sullivan & Son Ltd., Amprior, Ont.	9,447 00	Dec. 5, 1949
London, Ont.	Paving of vehicle compound at No. 6 A.O.D. Wolseley Barracks.	A. Cope & Sons, Ltd., Hamilton, Ont.	5,999 00	June 24, 1949

# CONTRACTS CONTAINING FAIR WAGES SCHEDULES AWARDED DURING NOVEMBER

Location	Nature of Contract	Name of Contractor	Amount of Contract	Date of Wages Schedule
<b>Canadian Commercial Corporation</b>				
London, Ont.	Construction of 64 wardrobe cabinets in Buildings Nos. 12 and 13, Wolseley Barracks.	McKay-Cocker Construction Ltd., London, Ont.	7,213 00	Nov. 22, 1949
London, Ont.	Construction of a railroad loading dock, Main Building, No. 27 C.O.D., Highbury Avenue.	Sid. Jones Construction Co. Ltd., London, Ont.	7,855 00	Dec. 10, 1949
Ottawa, Ont.	Repairs to three freight elevators at R.C.A.F. Station, Victoria Island.	Otis-Tensom Elevator Co. Ltd., Ottawa, Ont.	2,092 00	Nov. 19, 1949
Ottawa, Ont.	Installation of a complete lighting and power electrical system in the Transformer and Rubber Processing Rooms of the Department of National Defence (Defence Research Board).	Fred A. Wilson Contracting Co. Ltd., Ottawa, Ont.	4,092 00	Dec. 5, 1949
Pictou, Ont.	Repairs to Pictou Armoury Roof.	H. J. McFarland Construction Ltd., Pictou, Ont.	10,004 00	Nov. 28, 1949
Pictou, Ont.	Complete renewal of the electrical wiring and lighting facilities in the Armoury.	Mahon Electric Co. Ltd., Fort William, Ont.	20,600 00	Dec. 14, 1949
Stratford, Ont.	Reroofing and eavestroughing at the Armoury.	W. A. Moffatt Co., Toronto, Ont.	4,200 00	May 13, 1949
Trenton, Ont.	Repair of a runway and drainage system at R.C.A.F. Station and repairs to a concrete apron at No. 6 Repair Depot.	H. J. McFarland Construction Co. Ltd., Pictou, Ont.	45,560 00	Nov. 14, 1949
Fort Churchill, Man.	Erection and connecting to unloading facilities of the Imperial Oil Company of Canada Ltd. one 10,000 barrel oil storage tank.	Imperial Oil, Ltd., Toronto, Ont.	7,000 00	Nov. 9, 1949
Fort Churchill, Man.	Installation of refrigeration equipment, Building No. 403.	Fleming-Pedlar Ltd., Winnipeg, Man.	9,862 00	Nov. 28, 1949
Fort Churchill, Man.	Laying of asphalt tile flooring in various buildings.	Western Asbestos Co. Ltd., Winnipeg, Man.	101,361 00	Nov. 29, 1949
Rivers, Man.	Exterior painting of various buildings at the C.J.A.T.C.	Taylor Painting & Decorating Co. Ltd., Winnipeg, Man.	39,000 00	Nov. 25, 1949
Rivers, Man.	Development of a new water system including construction of a gravel wall well and installation of equipment for the pump house at C.J.A.T.C.	International Water Supply Ltd., Regina, Sask.	15,860 70	Dec. 2, 1949
Winnipeg, Man.	Construction of a 5-room, 1½ storey dwelling, St. Charles Rifle Range.	Dominion Construction and Arlington Lumber Ltd., Winnipeg, Man.	6,960 00	Nov. 16, 1949
Winnipeg, Man.	Complete renewal of the electrical system in the Minto Street Armoury.	Kurmen-Shipman Electric Ltd., Winnipeg, Man.	59,480 00	Dec. 9, 1949
Calgary, Alta.	Rewiring of Main Ordnance Depot.	Graver & Longmate Ltd., Calgary, Alta.	4,600 00	April 27, 1949
Calgary, Alta.	Addition to Q.M. Stores, P.P.C.I.I., Currie Barracks.	Bird Construction Co. Ltd., Calgary, Alta.	5,771 00	Nov. 25, 1949
Edmonton, Alta.	Repair of roads, pathways, parking lots and catch basins, R.C.A.F. Station.	Arthur A. Voice, Edmonton, Alta.	27,829 50	July 26, 1949
Namaso, Alta.	Construction of a remote receiver building and installation of the required services (plumbing and drainage etc.)	Christensen and MacDonald Ltd., Edmonton, Alta.	208,592 00	Dec. 14, 1949
Courtenay Camp, B.C.	Exterior painting, shingling and siding of five buildings (1001-1005 inclusive.)	Pacific Pile Driving Co. Ltd., Victoria, B.C.	11,665 00	Nov. 28, 1949
Chilliwack, B.C.	Asphalt surfacing of vehicle compound and asphalt surfacing and seal coating of roads, R.C.S.M.E.	Columbia Bitulithic Ltd., Vancouver, B.C.	27,891 92	Dec. 6, 1949
Esquimalt, B.C.	Paving of roads, H.M.C. Dockyard and H.M.C.S. "Naden".	Victoria Paving Co. Ltd., Victoria, B.C.	26,634 25	Nov. 22, 1949
Vancouver, B.C.	Installation of underfeed stokers, Central Heating Plant, No. 2 Supply Depot.	Welsh & Son Ltd., Vancouver, B.C.	5,335 00	Dec. 5, 1949
Whitehorse, Y.T.	Construction of new water pipe line.	Poole Construction Co. Ltd., Edmonton, Alta.	50,000 00	Dec. 8, 1949



# Central Mortgage and Housing Corporation

Summerside, P.E.I.	Installation of power and lighting distribution system (D.N. Bryant Electric, Halifax, N.S.	33,500 00	Oct. 7, 1949*
Cornwallis, N.S.	D. Non-urban, 1-49).		
Installation of power and lighting distribution system (D.N. Bryant Electric, Halifax, N.S.		15,000 00	Oct. 7, 1949*
Chatham, N.B.	D. Non-urban, 1-49).		
Installation of power and lighting distribution system (D.N. Sterling Electric, Halifax, N.S.		31,500 00	Oct. 7, 1949*
Chatham, N.B.	D. Non-urban, 1-49).		
Construction of sewage and pumping station (D.N.D. Non-urban, 1-49).		13,300 00	Oct. 25, 1949
St. Hubert, P.Q.	Installation of power and lighting distribution system (D.N. Bedard & Gerard Ltd., Montreal, P.Q.	16,583 00	Oct. 22, 1949*
Camp Borden, Ont.	D. Non-urban, 1-49).		
Installation of power and lighting distribution system (D.N. Ainsworth Electrical Co. Ltd., Toronto, Ont.		14,206 00	Nov. 18, 1949
Centralia, Ont.	D. Non-urban, 2-49.)		
Installation of power and lighting distribution system (D.N. Ontario Construction Co., St. Catharines, Ont.		28,464 47	Nov. 7, 1949
Clinton, Ont.	D. Non-urban, 1-49).		
Installation of power and lighting distribution system (D.N. Ontario Construction Co., St. Catharines, Ont.		18,128 81	Nov. 7, 1949
Winnipeg, Man.	D. Non-urban, 1-49).		
Installation of sewers and watermains at Stevensons' Field.	Benjamin Bros., St. Boniface, Man.	39,682 44	Oct. 29, 1949
Calgary, Alta.	Installation of sewers and watermains at Currie Field (D.N. Henry Borger and Son Ltd., Winnipeg, Man.	21,342 20	Oct. 24, 1949
Calgary, Alta.	D. Non-urban, 1-49).		
Installation of gas distribution system of mains and service lines (D.N.D. Non-urban, 1-49).	Canadian Western Natural Gas Co. Ltd., Calgary, Alta.	11,077 00	Oct. 24, 1949
Edmonton, Alta.	Installation of sewers and water service to 250 houses.	18,318 34	Dec. 14, 1949
Esquimalt, B.C.	Installation of sewers and watermains at Dockyard (D.N.D. Premier Construction Co., Vancouver, B.C.	11,708 55	Sept. 29, 1949
Esquimalt, B.C.	Non-urban, 1-49).		
Installation of power and lighting distribution system, Macaulay Pt. (D.N.D. Non-urban, 1-49).	J. H. McRae, Vancouver, B.C.	23,654 00	Oct. 24, 1949

## Department of Mines and Resources

Fundy National Park, N.B.	Construction of warden's cabin.	10,000 00	Nov. 8, 1949
Restigouche Indian Reserve, P.Q.	Reconstruction of a short section of highway through the Indian Reserve.	30,000 00	Nov. 4, 1949
Brandon, Man.	Redecoration of school, Indian Residential School.		
Sechelt, B.C.	Revisions and additions to plumbing and heating systems at the Indian Residential School.	7,500 00	Oct. 1, 1949
		7,000 00	Aug. 3, 1949

## National Harbours Board

Montreal, P.Q.	Reconstruction upstream face of Jacques Cartier Pier, Montreal Harbour.	928,897 00	Aug. 4, 1949
Montreal, P.Q.	Construction of Shed 10 extension, King Edward Pier, Montreal Harbour.	315,969 00	Oct. 8, 1949
Vancouver, B.C.	Renewal of gallery supporting towers, pile bracing and outer sill of truck shed, No. 4 Elevator, Vancouver Harbour.	22,363 00	Sept. 29, 1949

## Department of Public Works

Souris, P.E.I.	Repairs to shed on railway wharf.	54,822 50	Sept. 9, 1949
Halifax, N.S.	Improved lighting, cupboards, shelving, etc., Shed 21, Ocean Terminals, Immigration Office, New District Offices.	7,800 00	Oct. 27, 1949
Little Harbour, N.S.	Construction of a breakwater extension.	15,049 70	Sept. 9, 1949
Owl's Head, N.S.	Wharf extension.	11,616 96	Sept. 9, 1949

# CONTRACTS CONTAINING FAIR WAGES SCHEDULES AWARDED DURING NOVEMBER

Location	Nature of Contract	Name of Contractor	Amount of Contract	Date of Wages Schedule
<b>Department of Public Works</b>				
Shelburne, N.S.	Repairs and improvements to Public Building.	Rodney Contractors Ltd., Yarmouth, N.S.	12,022 20	Nov. 5, 1949
Springhill, N.S.	Repairs and improvements to Public Building.	W. R. MacDonald, Salt Springs, Pictou County, N.S.	20,500 00	Nov. 8, 1949
Hull, P.Q.	Construction of footings and piers, National Printing Bureau.	Concrete Construction Ltd., Montreal, P.Q.	154,000 00	Nov. 16, 1949
Marsouins, P.Q.	Construction of a wharf extension.	McNamara Construction Co. Ltd., Toronto, Ont.	242,149 00	Sept. 16, 1949
Matapedia, P.Q.	Repairs to International Bridge.	J. A. Dufour, St. Alexis de Matapedia, P.Q.	15,767 85	Sept. 29, 1949
Montreal, P.Q.	Construction of an office building, University and Cathcart Sts., to accommodate Postal Station "B".	A. F. Byers Construction Co. Ltd., Montreal, P.Q.	1,360,000 00	Nov. 3, 1949
Montreal, P.Q.	Structural steel work and steel stack for upper portion of Postal Station "B", University and Cathcart Streets.	Dominion Bridge Co. Ltd., Lachine, P.Q.	156,800 00	Oct. 3, 1949
Restigouche, P.Q.	Construction of nursing station.	Lorenzo Bernard, Dugal, P.Q.	11,850 00	Nov. 2, 1949
Sennerville, P.Q.	Construction of walks and driveways, Health and Occupational Centre.	Charles Durand, Dugal, P.Q.	14,600 00	Nov. 2, 1949
Burlington Channel, Ont.	Repairs to piers (replacement of timber walings).	Youngman Construction Co., Pickering, Ont.	12,950 00	Sept. 7, 1949
Fergus, Ont.	Alterations and additions to Public Building.	Pitkey-Noble Construction Co. Ltd., Hamilton, Ont.	102,196 00	Oct. 31, 1949
Hawkesbury, Ont.	Reconstruction of pavement on Ontario approach to Perley Bridge.	Diblee Construction Co. Ltd., Ottawa, Ont.	32,535 25	Sept. 9, 1949
London, Ont.	Exterior painting of buildings, Western Counties Veterans' Lodge.	Windsor Painting and Decorating Co., Windsor, Ont.	7,725 10	Sept. 1, 1949
Orillia, Ont.	Painting of Dominion Public Building.	William Lalonde, Midland, Ont.	4,200 00	Nov. 19, 1949
Ottawa, Ont.	Repairs to boiler plant, National Research Building, Sussex Street.	Campbell Steel & Iron Works, Ltd., Ottawa, Ont.	7,840 00	Sept. 22, 1949
Ottawa, Ont.	Alterations to Building "H", Fuel Research Laboratory.	H. Dagenais, Ottawa, Ont.	61,807 36	Nov. 16, 1949
Ottawa, Ont.	Alterations to passport office, Regent Annex Building, Department of External Affairs.	J. E. Copeland Co. Ltd., Ottawa, Ont.	21,133 00	Oct. 27, 1949
Toronto, Ont.	Harbour maintenance (crib for Western Breakwater).	Russell Construction Co. Ltd., Toronto, Ont.	34,727 80	Sept. 7, 1949
Winnipeg, Man.	Additions and alterations to Postal Station "P".	G. A. Baert, St. Boniface, Man.	16,033 00	Nov. 24, 1949
Winnipeg, Man.	Repairs to roofs, former school building and east and west wing, Main Building, Veterans' Home, Academy Road.	William J. Beaton and Harry G. Beaton (James Beaton & Sons), Winnipeg, Man.	5,631 00	Sept. 27, 1949
Abbotsford, B.C.	Construction of Dominion Public Building.	Allen & Viner Construction Co. Ltd., Vancouver, B.C.	102,000 00	Nov. 24, 1949
Fraser River, B.C.	Reconstruction of the North Arm Jetty, Fraser River.	Coast Quarries Ltd., Vancouver, B.C.	138,040 00	Sept. 16, 1949
Baileys Brook, Pictou County, N.S.	Dredging.	Stanley Mason, Merigomish, N.S.	6,300 00	*
Lauson, P.Q.	Repairs to Tug "Peel".	George T. Davie & Sons Ltd., Lauson, P.Q.	10,175 00	*
Huntsville, Ont.	Dredging.	McNamara Construction Co. Ltd., Toronto, Ont.	29,340 00	*
Talbot River, Ont.	Dredging.	McNamara Construction Co. Ltd., Toronto, Ont.	12,600 00	*
Burrard Inlet, North Vancouver, B.C.	Dredging.	British Columbia Bridge Dredging Co. Ltd., Vancouver, B.C.	54,400 00	*
<b>Department of Transport</b>				
Western Head, N.S.	Erection of a prefabricated dwelling.	I. A. Charest, Liverpool, N.S.	5,965 00	Sept. 14, 1949
Port William, Ont.	Installation of outlet drainage pipe.	Thunder Bay Harbor Improvements Ltd., Port Arthur, Ont.	8,980 00	Aug. 25, 1949
Malton, Ont.	Construction of remote receiver building.	Pullam Construction Ltd., Toronto, Ont.	7,591 60	Sept. 1, 1949
Pawa, Ont.	Erection of three prefabricated dwellings and extension to power house.	Melville Forbes, Lion's Head, Ont.	29,229 29	Sept. 7, 1949
Dog Creek, B.C.	Alterations to Building No. 1.	Hansen Construction Co. Ltd., North Vancouver, B.C.	8,329 00	Aug. 19, 1949
Kimberley and Moyie Lake, B.C.	Improvements of Radio Range Access Roads.	A. G. Bayes, Cranbrook, B.C.	14,490 50	June 23, 1949
Port Hardy, B.C.	Construction of water supply pipe line and storage tank.	Upper Fraser Valley Construction Co. Ltd., Chilliwack, B.C.	19,824 00	Aug. 16, 1949

\* The labour conditions of these contracts contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.



# LABOUR LAW

## Legal Decisions Affecting Labour

*The Privy Council has ruled that the regulation of hours of work of employees of the Empress Hotel (owned by the C.P.R.) is within provincial jurisdiction. ¶A union member who claimed wrongful expulsion has been awarded \$5,000 damages and reinstatement in the union. ¶Picketing of ss. Seaboard Star by CSU members was held illegal. ¶In a case of split in a certified union, the minority group remaining in the union was held entitled to union dues collected under the check-off.*

**Privy Council holds regulation of hours of Empress hotel employees is within exclusive jurisdiction of B.C. Legislature—C.P.R. appeal dismissed.**

On November 21, 1949, the Judicial Committee of the Privy Council dismissed the appeal of the Canadian Pacific Railway Company and upheld the judgment of the Supreme Court of Canada that the British Columbia Hours of Work Act is applicable to employees of the Empress Hotel owned and operated in Victoria by the Canadian Pacific Railway Company.

In 1946, the legislature of British Columbia amended the Hours of Work Act to provide that the working hours of an employee in any industrial undertaking shall not exceed eight in the day and 44 in the week, and the definition of industrial undertaking in the Act is such as to include a large number of the Company's employees who work in the Empress Hotel. The Company contended that it is not within the power of the Provincial legislature to regulate the hours of work of these employees and that the hours of such workers must be determined by a collective agreement between the Company and the authorized bargaining agent of the employees which provided for a 48-hour week. The Lieutenant-Governor of British Columbia on September 21, 1946, referred to the Court of Appeal for British Columbia the question whether the British Columbia Hours of Work Act was applicable to the Canadian Pacific Railway in respect of its employees employed at the Empress Hotel. On March 27, 1947, the Court of Appeal answered the question affirmatively with one judge dissenting (L.G., 1947, p. 700). On appeal, the Supreme Court of Canada unanimously decided on April 27, 1948, that the judgment of the British Columbia Court should be affirmed and the appeal

dismissed (L.G., 1948, p. 648). From that judgment an appeal was taken to the Privy Council.

Lord Reid who gave the Privy Council judgment said that the determination of the appeal depended on the application to the facts of the case of the provisions of sections 91 and 92 of the British North America Act, 1867. He quoted the relevant sections which may be summarized briefly, as follows:—

Section 91 gives general authority to the Parliament of Canada to make laws for the peace, order and good government of Canada in relation to all matters not exclusively assigned to the Provinces, and enumerates classes of subjects that are within the exclusive legislative authority of the Parliament of Canada. Besides these specifically enumerated subjects it is provided that the Parliament of Canada shall also have authority in classes of subjects expressly excepted in section 92 from exclusive provincial authority. The final sentence is: "And any matter coming within any of the classes of subjects enumerated in this section shall not be deemed to come within the class of matters of a local or private nature comprised in the enumeration of the classes of subjects by this Act assigned exclusively to the legislatures of the provinces".

Section 92 lists subjects of exclusive provincial jurisdiction. These include "property and civil rights in the province"; "generally all matters of a merely local or private nature in the province"; and "local works and undertakings"—other than ships, railways, canals, telegraphs and other undertakings extending beyond the bounds of any province and works within the Province which have been declared by the Parliament of Canada to be for the general advantage of Canada or of two or more Provinces.

Lord Reid then pointed out that certain principles concerning the inter-relation of sections 91 and 92 have emerged from previous cases. He stated these as follows:—

- (1) The legislation of the Parliament of the Dominion, so long as it strictly relates to subjects of legislation expressly enumerated in s. 91, is of paramount authority, even though it trenches upon matters assigned to the provincial legislatures by s. 92: see *Tenant v. Union Bank of Canada* ((1894) A.C. 31).
- (2) The general power of legislation conferred upon the Parliament of the Dominion by s. 91 of the Act in supplement of the power to legislate upon the subjects expressly enumerated must be strictly confined to such matters as are unquestionably of national interest and importance, and must not trench on any of the subjects enumerated in s. 92 as within the scope of provincial legislation, unless these matters have attained such dimensions as to affect the body politic of the Dominion: see *Attorney-General for Ontario v. Attorney-General for the Dominion* ((1896) A.C. 348).
- (3) It is within the competence of the Dominion Parliament to provide for matters which, though otherwise within the legislative competence of the provincial legislature, are necessarily incidental to effective legislation by the Parliament of the Dominion upon a subject of legislation expressly enumerated in s. 91: see *Attorney-General for Ontario v. Attorney-General for the Dominion* ((1894) A.C. 189); and *Attorney-General for Ontario v. Attorney-General for the Dominion* ((1896) A.C. 348).
- (4) There can be a domain in which provincial and Dominion legislation may overlap, in which case neither legislation will be *ultra vires* if the field is clear, but if the field is not clear and the two legislations meet the Dominion legislation must prevail: see *Grand Trunk Ry. of Canada v. Attorney-General of Canada* ((1907) A.C. 65).

The first claim on behalf of the Company was that its transportation system is one integrated system including ocean services, passenger and freight trains, inland and coastal steamship services; airplane and telegraph services; stations; a chain of transcontinental hotels, freight sheds, wharfs, warehouses, grain elevators and other activities, and that this unified system is a national undertaking which cannot reasonably be viewed as a conglomeration of local works and undertakings. Accordingly, the Company claimed that its undertakings do not come within the class of matters of a local or private nature comprised in the enumeration of the classes of subjects assigned by s. 92 exclusively to the legislatures of the provinces. Therefore, it

was contended, the whole Canadian Pacific Railway system, including its hotels, is within the legislative authority of the Parliament of Canada under its power to make laws in relation to all matters not coming within the classes of subjects assigned exclusively to the legislatures of the provinces.

In discussing this claim, their Lordships stated:—

The basis of this argument must be that the Canadian Pacific Railway Company's activities have become such an extensive and important element in the national economy of Canada that the Canadian Parliament is now entitled under the general powers conferred by the first part of s. 91 to regulate all the affairs of that Company, even where this involves legislating in relation to matters exclusively reserved to the Provincial Legislatures by s. 92.

Their Lordships did not consider this argument valid, pointing out that there were many companies besides the appellant whose businesses extended over most of the provinces and that it was not and could not be suggested that the Parliament of Canada could regulate the hours of work of employees of all such companies. Dealing with the appellant's argument that there were overriding considerations in its case, their Lordships continued:—

The appellant claims that its undertaking is not of a local or private nature. Let it be admitted for the purpose of this argument that that is so. But in dealing with this general question the position of the employees affected and of those who use the hotel is not irrelevant. From the point of view of an employee who resides in British Columbia, the regulation of his hours of work is as much a matter of civil right in the Province whether he is employed by the appellant or by some other corporation. It is true that many matters which from one aspect are local and fall within the scope of s. 92 are nevertheless withdrawn from the competence of the Provincial Legislature, but that is by virtue of the terms of the last sentence of s. 91. That provision makes it clear that a matter which is truly one of civil rights in the Province will be withdrawn from the Provincial Legislature and come within the competence of the Parliament of Canada if it comes within or is necessarily incidental to any of the subjects enumerated in s. 91 or expressly excepted from s. 92. But their Lordships can find neither principle nor authority to support the competence of the Parliament of Canada to legislate on a matter which clearly falls within the enumerated heads in s. 92 and cannot be brought within any of the enumerated heads in s. 91 merely because the activities of one of the parties concerned in the matter have created a unified system which is widespread and important in the Dominion.



The Company's second argument was that the Empress Hotel should properly be considered to come within section 92 (10) (a): "Lines of steam or other ships, railways, canals, telegraphs, and other works and undertakings connecting the Province with any other or others of the Provinces, or extending beyond the limits of the Province." These classes of subjects are excepted from those within the exclusive authority of the Provincial legislature.

The question for decision was, in their Lordships' view, whether the Empress Hotel is a part of the Company's railway works and undertakings connecting the Province of British Columbia with other Provinces or is a separate undertaking. They pointed out that a company may be authorized to carry on and may in fact carry on more than one undertaking. Because a company is a railway company it does not follow that all its works must be railway works or that all its activities must relate to its railway undertaking. The Canadian Pacific Railway Act 1902, authorizes the Company to build and operate hotels, to engage in mining and other activities, to construct and operate electric generating stations and to exercise the powers of an irrigation company. The section dealing with hotels reads:—

The company may for the purposes of its railway and steamships and in connection with its business . . . acquire . . . for hotels and restaurants such buildings as it deems advisable and at such points or places along any of its lines of railway . . . and may carry on business in connection therewith for the comfort and convenience of the travelling public . . .

Their Lordships did not read the authority to carry on business "for the comfort and convenience of the travelling public" as requiring the Company to cater exclusively or specially for those who are travelling on its system. The Company is free to enter into competition with other hotel keepers for general hotel business, and in fact does so. It may be that a hotel conducted solely or even principally for the benefit of travellers on a particular railway system would be a part of the railway undertaking, just as provision of meals and rest for travellers in trains or at stations is, but there is little to distinguish the Empress Hotel from an independently-owned hotel in a similar position. The fact that the hotel is of service to the railway undertaking is not enough to make it a part of the undertaking. Their Lordships also held that a chain of hotels by itself is not an undertaking connecting one province with another.

The Company's third argument was that the Empress Hotel comes under the section

92 (10) (c) which excepts from provincial authority "such works as, although wholly situate within the Province, are before or after their execution declared by the Parliament of Canada to be for the general advantage of Canada or for the advantage of two or more of the Provinces."

If this argument were to succeed, their Lordships stated that it would be necessary to find that the hotel or something which includes the hotel had been declared by the Parliament of Canada to be for the general advantage of Canada or for the advantage of two or more of its provinces. There is no declaration by the Parliament of Canada which specifically mentions this hotel or the Company's hotels generally, but the Company contended that the declaration contained in section 6 (c) of the Railway Act, 1927, which declares "every railway or portion thereof" to be a work for the general advantage of Canada, is wide enough to cover the Company's hotels including the Empress Hotel. The Railway Act defines "railway" as

any railway which the company has authority to construct or operate, and includes all branches, extensions, sidings, stations, depots, wharves, rolling stock, equipment, stores, property real or personal and works connected therewith, and also any railway bridge, tunnel or other structure which the company is authorized to construct; and, except where the context is inapplicable, includes street railway and tramway.

In their Lordships' judgment this cannot include the hotel. The fact that it was thought necessary to specify such things as sidings, stations, railway bridges and tunnels as being included in the definition of "railway" indicates that the word "railway" by itself cannot have been intended to have a very wide signification, and there is nothing to indicate that "railway" was intended to include anything which is not a part of or used in connection with the operation of a railway system. "Property real or personal and works connected therewith" refers back to the preceding words and, therefore, property which is not connected with the railway system is not included. *Canadian Pacific Railway Company v. The Attorney-General of British Columbia. The Attorney-General of Canada and others intervening.* P.C. Appeal No. 13 of 1949.

### ***B.C. Supreme Court Awards Damages for Wrongful Expulsion from Union.***

For the second time Myron Kuzych, a member of Local No. 1 of the Boilermakers' and Iron Shipbuilders' Union of Canada, has been awarded damages in the

British Columbia Supreme Court for wrongful expulsion from the union (L.G., 1946, p. 102). During the trial of the first action, the union executive admitted that the expulsion procedure had been faulty and reinstated Kuzych in the union. However, on March 19, 1945, he was again expelled. The main cause of disagreement between Kuzych and the union has been the closed shop agreement under which the union operates.

On September 22, 1949, Mr. Justice Whittaker held that Kuzych had been unlawfully expelled from the union and granted an injunction restraining the defendants from carrying out the resolution which purported to expel him. In delivering the judgment, the Judge affirmed that the Court had jurisdiction to interfere at the instance of a union member to prevent his wrongful expulsion from the union on the basis of the right of property vested in him as a member of the union.

The plaintiff was and claimed still to be, a member of the defendant union. Certain charges were preferred against him on or about February 1, 1945, and the press and investigating committee of the union purported to investigate these charges. As a result of an unfavourable report from the committee, the union, by resolution passed at a meeting held on March 19, 1945, purported to expel the plaintiff. He contended that he was wrongly expelled and claimed reinstatement and damages.

Mr. Justice Whittaker's decision reversed the previous judgment given in the Supreme Court of British Columbia on January 20, 1947, by Mr. Justice MacFarlane (L.G., 1947, p. 554) who dismissed the action with costs. The case was appealed by the plaintiff. On June 3, 1948, the Court of Appeal ordered a new trial because the defendants had amended their statement of defence to contend that their union was an illegal association having objects in restraint of trade and that therefore the contract of membership could not be enforced. The defendants alleged that the plaintiff had no cause of action and the Court no jurisdiction to grant the relief claimed.

In dealing first with the question of illegality, Mr. Justice Whittaker held that the defence of illegality had not been sufficiently established. Where illegality is pleaded, facts must be stated to show what the illegality is. The union constitution and by-laws were put in evidence but the plaintiff had had no intimation of the particular provisions in the objects and by-laws which were relied on by the defendants in support of their contention.

The plaintiff was entitled to know the specific rules relied on in order that he might bring evidence to show that these objects or by-laws were not oppressive or unreasonable. Neither the plaintiff nor the defendants gave evidence on the illegality defence. The Judge quoted *Osborne v. Amalgamated Soc. of Ry. Servants* (1911): "Illegality cannot be presumed or inferred."

The defendant's counsel later cited two provisions in the constitution and by-laws of the union which he contended were unreasonably in restraint of trade: those providing for closed shop agreements and disciplinary action on members who report for work during a strike or lockout. However, in the Court's view, the plaintiff should have been warned that the defendants intended to rely on these objects of the union, so that he might have been able to produce evidence to controvert them. Mr. Justice Whittaker continued:—

Even if I am wrong in so holding and it can be said that the defence of illegality is properly in issue, I am unable, unassisted by evidence other than the rules themselves, to hold that the two provisions in the objects and rules above referred to, are contrary to public policy as being unreasonably restrictive of trade.

Entering into a closed shop agreement is declared not to be an offence under the British Columbia Industrial Conciliation and Arbitration Act and there is a similar provision in P.C. 1003 which was the legislation in force when the cause of the action arose. No evidence was given as to whether a closed shop agreement was beneficial or otherwise to employees as a whole, or to society in general. In respect of the other rule which the defendants contended was in restraint of trade, namely, the disciplinary actions against members who report for work during a strike or lockout, Mr. Justice Whittaker cited as precedent the judgment of Duff, J. in *Chase v. Starr* (1924) that he could not hold such a rule to be oppressive or unreasonable.

Mr. Justice Whittaker continued:—

Even if it could be held that some of the rules are in restraint of trade, I do not think that would be a bar to this action. All the objects of the defendant union cannot be considered unlawful. The plaintiff is not seeking to enforce those rules which the defendants claim offend against public policy, nor was the plaintiff expelled because of a breach of such rules.

His Lordship then dealt with the question of whether the Court had jurisdiction to interfere at the instance of a member of a society to prevent his being wrongly



expelled. He quoted the statement given by Jessel, M.R. in 1880 in *Rigby v. Connoll*:—

I have no doubt whatever that the foundation of the jurisdiction is the right of property vested in the member of the society, and of which he is unjustly deprived by such unlawful expulsion.

The Court pointed out that the by-laws of the union vested its members with certain rights of property, namely: sick and death benefits, the right to vote, the right to all the advantages of membership, and in particular, because of the closed shop agreement, a preferred position in the matter of employment. The judgment concluded that these rights of property vested in the plaintiff were sufficient to give the Court jurisdiction to entertain the action.

The plaintiff had amended his statement of claim during the trial to contend that the committee which tried him was not constituted in accordance with the by-laws. If this contention were correct, the plaintiff was improperly expelled.

In dealing with this point, the Court reviewed the relevant articles of the union constitution and found that the trial committee was improperly constituted, because its members had been wrongly nominated for election and because its secretary was not chosen in accordance with the by-laws. Mr. Justice Whittaker quoted: "A power of expulsion must be exercised in strict conformity with the rules by which it is given." *Murphy v. Synnott* (1925); *Rogers v. Council of the College of Physicians and Surgeons of B.C.* (1942). The Judge ruled that since the plaintiff was not expelled in conformity with the by-laws of the union, the defendant's contention that the plaintiff was obliged to exercise his right of appeal within the union before taking civil action was not valid. Therefore, the plaintiff was entitled to succeed in the action.

Also, His Lordship considered that the plaintiff should succeed on the merits as well since "it cannot, by any stretch of the imagination, be said that the trial within the union was one that was free from prejudice and bias". Evidence was given which showed that a determined effort had been made to influence members against the plaintiff before his trial and a biased article about the plaintiff had been printed in the union paper. In the light of these facts the Judge was of the opinion that "the purported expulsion of the plaintiff was contrary to natural justice".

Mr. Justice Whittaker then raised the question:—

Ought a trade union which has a closed shop agreement with an employer under

any circumstances (other than for non-payment of dues) have the right to expel a member?

His Lordship, in answer to this question, stated:—

Even where there is no closed shop agreement, expulsion in the words of Younger, L.J. in the *Braithwaite* case . . . means "little less than a sentence of industrial death". These words have added force where the workman is in danger not only of being ostracized by his fellow workmen but of necessity by the employer as well.

The Judge referred to the closed shop as a powerful weapon which confers duties as well as privileges; e.g. the duty not to revoke membership which may have been acquired solely because employment could not otherwise have been obtained. Unions have other less drastic methods of disciplining their members.

In awarding damages and reinstatement, the Court stated that the plaintiff was entitled to a declaration that the resolution purporting to expel him was illegal and void and that he is a member in good standing of the union. In respect to damages, the judgment followed the ruling given in 1944 in the case of *Kuzych v. Stewart* to the effect that a union member illegally expelled is not bound, in order to mitigate damages, to seek employment other than as a union man during the intervening period. Allowing for unemployment insurance benefits and possible loss of wages through illness, damages were set at \$5,000 and the plaintiff was granted costs in this and the preceding trial. *Kuzych v. White et al.* (No. 3) 1949 2 W.W.R.—558.

\* \* \*

For refusing to comply with the Court order to reinstate Kuzych, two officers of the union were jailed recently for contempt of court. They were released pending an appeal which will be heard shortly by the B.C. Court of Appeals. Further details will appear in a forthcoming issue of the *LABOUR GAZETTE*.

**Picketing of ss. Seaboard Star by CSU members held illegal—application to dissolve injunction dismissed.**

On June 8, 1949, Mr. Justice Manson in the Supreme Court of British Columbia dismissed a motion to dissolve or vary an interim injunction restraining members of the crew of the ss. *Seaboard Star* and officers and members of the Canadian Seamen's Union from picketing the ship in Vancouver. The injunction which was granted on May 10, 1949, restrained the defendants from trespassing or continuing

to trespass on board or in or about the *Seaboard Star*, from watching or besetting or causing to be watched or beset the ship, wharves and approaches thereto, and from preventing access to and from the ship, and directed them to vacate the portions of the ship occupied by them.

In rejecting the motion to dissolve the injunction, Mr. Justice Manson stated that the picketing carried on was unlawful in that its purpose was not to obtain or communicate information but "to intimidate the officers and crew of the ship and others who had lawful business with the ship".

The plaintiff company had an agreement with the Canadian Seamen's Union which went into effect on October 15, 1947, and was to remain in force for one year. The defendant union served notice on August 2, 1948 of the termination of the agreement and shortly afterwards the company also served notice of the agreement's termination on its expiry date. Steps were taken under the Industrial Relations and Disputes Investigation Act to negotiate a settlement. The Conciliation Board appointed under the Act failed to obtain a settlement but made a recommendation for settlement which was submitted to both parties on February 19, 1949 (L.G., 1949, pp. 432-442). The Company accepted the recommendation; the union rejected it. The prohibition in the Act against strikes and lockouts became ineffective seven days after the receipt of the Conciliation Board report. Further efforts of the Department of Labour to bring about a settlement failed and were discontinued about the end of March. At this time the plaintiff company entered into a new agreement, effective from March 28, 1949, with the Seafarers' International Union. No application was made, in respect of this agreement, to the Canada Labour Relations Board under section 61 of the Industrial Relations and Disputes Investigation Act. The judgment stated that this is a subsisting agreement which binds the plaintiff company. It was pointed out that all contractual relations between the Company and the CSU were at an end prior to the incidents which gave rise to the case.

On the arrival of the ship in Vancouver on May 2, 1949, the defendant crew members went on strike. Sailing articles between the Company and crew members were legally terminated as of midnight of the same day, but crew members failed to attend at the office of the shipping master to collect their wages and refused to vacate the ship. On May 4, officers and members of the defendant union established a picket line on the approaches of the *Seaboard Star*.

Placards were exhibited at the approach to the ship upon which appeared the words, "200 seamen jailed without trial by jury"; and "*Seaboard Star* on strike". The plaintiffs claimed that the ship was being effectively prevented from delivering her cargo or from fulfilling contracts of affreightment and asked for an injunction, stating that there was no real grievance as between the crew members and the Company or the master of the ship upon the ship's arrival in Vancouver.

In giving his decision, Mr. Justice Manson stated that the true purpose of the strike was to compel the abandonment of the contract between the Company and the Seafarers' International Union and to compel the entering into of a contract between the Company and the CSU. In addition, the defendants were seeking to further the strike by misleading and untruthful publicity as some of the circulars distributed by them were in contempt of court, inflammatory in character and calculated to bring about breaches of the peace.

The Judge ruled that:—

The conduct of the defendants has amounted to a conspiracy to immobilize the ss. *Seaboard Star* and other ships, by divers methods, and to compel a breach of a legal contract. Misleading or untruthful publicity is not permissible to further a strike nor yet publicity which is in contempt of the Courts.

In declaring the picketing illegal, Mr. Justice Manson stated:—

The picketing here, I am satisfied, was calculated to intimidate the officers and crew of the ship and others who had lawful business with the ship and was so intended. The conduct of the defendants in the circumstances and more particularly in light of the fact that contractual relations between the parties had ended, constituted a common law nuisance.

The Judge did not see that the purpose of the defendants' conduct fell within the exceptions to section 501 of the Criminal Code. Subsection (g) of section 501 of the Code exempts "attending at or near or approaching to such house or other place as aforesaid, in order merely to obtain or communicate information" from the prohibition against watching and besetting. Thus, the Judge continued:—

The conduct of the defendants was not in its real purpose to obtain or communicate information. . . . It was calculated and intended to compel another person to do that which he had a right to abstain from doing. . . .

As regards the status of the strike, Mr. Justice Manson held:—

Conduct cannot amount to a strike by the mere assertion that a strike prevails. Those who would strike must have a status



upon which to found a strike. In my view no such status existed here on May 2 for the reasons stated. It is inconceivable that a strike, so called, should be permitted to tie up a substantial portion of the shipping of a country despite the termination of the relationship of the shipping company and its employees.

The judgment concluded that the plaintiff company had suffered serious damage which might be irreparable. The motion to dissolve the injunction was dismissed. *Seaboard Owners Limited and Thomas Quinn v. Cross et al.—members of the crew of the ss. Seaboard Star, and Davis et al.—on behalf of themselves, members of the Canadian Seamen's Union and as officers and trustees of the said Canadian Seamen's Union and the said Union, and others unknown to the plaintiffs—pickets at or near the berth of the ss. Seaboard Star.* (1949) 2 W.W.R.—305.

***In case of a split in a certified union, the group remaining in the original union, even if a minority, held to be entitled to union dues.***

On September 15, 1949, Mr. Justice Gale of the Ontario High Court of Justice held that the local union and not its constituent members is the party certified as the collective bargaining agent, and the union, not its members, is a party to the collective agreement and that it consequently is entitled to the property, rights and other benefits arising from the agreement.

The case arose when the International Nickel Company applied to the Court for advice with respect to the disposition of union dues deducted from the employees' wages, in accordance with the Rand formula, pursuant to a collective agreement with Local 637 of the International Union of Mine, Mill and Smelter Workers of America, CIO.

In October, 1948, a majority of the Local including the executive, being dissatisfied with policies and conduct of their international officers; voted in favour of withdrawing from the International and affiliating directly with the CCL. On November 5 a letter was written by Shedden, the president of the Local, to an officer of the International advising him that the Local had "withdrawn from its affiliation" with the International and enclosing a cheque for *per capita* dues. On January 25 the majority group of employees instructed the executive to obtain a charter as a local of the CCL, which was later granted.

The minority group, in the meantime, expelled the executive and elected a new one. This group endeavoured to function in all respects as the Local.

The Company remained neutral throughout the proceedings and continued to collect dues until the end of the term of the agreement at which time it had nearly \$16,000 in its possession. When the Company applied to the Court regarding disposition of this money, the issue was directed to be tried to determine which of the groups was a party to the collective agreement and who was entitled to the money in the Company's hands. Both groups claimed the union dues deducted after the split. The non-union employees contended that there should be declared a resulting trust with respect to the dues collected from them and that an order should be issued for the return of the money to the individuals from whose wages it had been deducted.

His Lordship held that the minority group constituted and always had constituted Local 637 of the International and was the group that was a party to the collective bargaining agreement from and after October 22, 1948. He agreed with the decision in *re Patterson and Nanaimo Dry Cleaning and Laundry Workers Union Local No. 1* (1947) (L.G., 1947, pp. 1337, 1500; 1948, p. 343), that, by virtue of certification as a bargaining agent under the appropriate labour relations legislation, a local union chartered by an international had acquired a statutory identity. Accordingly, Local 637 as distinct from its members was the party to the contract and entitled to the property, rights and other benefits arising from it. It followed that the local union could be identified only by reference to the charter issued to it and the rules and regulations governing it. Therefore, since the Local and not its membership was the party certified as the collective bargaining agency and was the party to the collective agreement, it was entitled to continue as such while composed of the persons empowered to carry out the enterprise pursuant to the constitution and rules of the International.

It seemed to His Lordship that the minority group had continued the existence of Local 637 as a local of the International, and had properly installed a new slate of officers. Shedden and the majority of the members who left the International did so as individual members and not as a body which could be recognized by the Court.

While it is true that in conducting the affairs of an unincorporated body the will of the majority prevails, Mr. Justice Gale pointed out that the principle of majority rule did not apply where the group or association was going outside its powers by seeking to bring an end to its existence or

to sever the cord through which it derived its being where the entire membership must be in favour of the move.

Mr. Justice Gale maintained that there could be no declaration of a resulting trust for the non-union employees because there was no evidence of lack of performance

under the bargaining agreement, nor could there be any resulting trust on the ground that the contract was void because of the Company's uncertainty as to the persons with whom it should deal. *Re the International Nickel Company of Canada, Ltd. Shedden v. Kopinak* (1949) OWN 667.

## Recent Regulations Under Dominion and Provincial Legislation

*Under the Canada Shipping Act the first pilotage by-laws for the Pilotage District of Prince Edward Island were approved. ¶Manitoba has revised apprenticeship rules for another trade, that of sheet metal workers. ¶In Saskatchewan, the first regulations were made under the new Passenger and Freight Elevator Act. Employees of co-operative purchasing associations and wholesale distributors engaged in the distribution of gasoline and petroleum products are brought under the Workmen's Compensation Act.*

### DOMINION

#### Canada Shipping Act

The first pilotage by-laws for the Pilotage District of Prince Edward Island were approved by an Order in Council (P.C. 5760), on November 10, gazetted December 14. The district covers the coastline of Prince Edward Island and all harbours or rivers and their tributaries within the coastline. The by-laws provide for the licensing of pilots, set out their duties, and fix pilotage dues and moorage rates.

A candidate for a pilot's licence must be a British subject, 21 years of age and over, resident in Prince Edward Island, who has shown on examination that he has a thorough knowledge of local conditions. He must have good eyesight and be physically and mentally fit. Licences may be renewed biennially until the pilot reaches 65 and thereafter annually until he is 70 years of age. The Pilotage Authority may at any time require a pilot to have a physical and mental examination, including eyesight and hearing tests, at his own expense.

Every licensed pilot must report in writing to the Pilotage Authority when, from any physical cause, including defective hearing or eyesight, he is unable to perform his duties efficiently.

The pilot's licence must be carried with him at all times when on duty. Every pilot must be civil and strictly sober on duty and exercise the utmost diligence for the safe conduct of the vessel under his charge. He must report in writing on or before March 31 each year the name, nationality, and registered tonnage of each

ship piloted by him during the fiscal year and furnish any other information required by the Pilotage Authority.

In case of any dispute between pilots, or between the pilot and the master of the vessel with regard to pilotage, or extra remuneration in a case of any extraordinary nature, the matter must be referred to the Pilotage Authority whose decision is final and binding on all parties. If a pilot refuses to appear before the Pilotage Authority after 24 hours' notice that his attendance is required, he may be suspended.

#### Prevailing Rates Employees

New general regulations for prevailing rates employees made under an Order in Council (P.C. 6190) were issued on December 6, 1949, in substitution for those made under P.C. 4840 of September 20, 1949 (L.G., Dec., 1949, p. 1571). For the most part, changes made are of a minor nature. The regulations extend coverage to include casual employees; add new sections regarding vacation leave when an employee is absent with leave and without pay for more than seven days, and where an employee terminates his employment before six months' service; and make provision for sick leave for credits accrued before April 1, 1949. The regulations are effective from October 1, 1949, except for the provisions dealing with vacations with pay, which are retroactive to April 1, 1949.

The new regulations apply to persons employed in the public service of Canada whose remuneration is based on rates of pay prevailing in the area of their employment for the class of work they do or on rates



prevailing in any area in Canada for comparable work. Casual employees, previously excluded, are now covered. The regulations do not apply to persons in receipt of a stated annual salary nor, by a new provision, to persons employed part time in civil service classifications whose rate, although not a stated annual salary, is determined by reference to the annual salary established for such classifications.

As before, during the first year the worker is entitled to a vacation leave credit of one-half day for each month of employment; for the second year, three-quarters of a day for each month; and for the third year and afterwards, to one day for each month. A new subsection provides that an employee absent with leave and without pay for a period longer than seven days will not be entitled to a leave credit during the month or months in which the whole or any part of the period of absence occurs. Where a worker's employment is terminated before he has completed six months of service he will now be given in lieu of vacation leave credits a gratuity of two per cent of his wages during the period of employment plus normal pay for the vacation credits accruing to him for work done on the specified public holidays on which he has been required to work. The new regulations also provide a method of determining an hourly rate of pay for holidays or leave for employees who are paid by the day, week or month. This is calculated by dividing the daily or weekly rate by the normal number of hours worked in the day or week, and in the case of a month, by  $4\frac{1}{3}$  times the number of hours in the standard work-week.

A new section provides for sick leave for credits accrued before April 1, 1949. The deputy head may give sick leave up to 30 days to an employee to whom sick leave credits accrued before April 1, 1949, under the authority of a previous Order in Council (P.C. 272/1050 of March 22, 1947), departmental regulations or some other competent authority. The Treasury Board may authorize the extension of leave beyond 30 days, but not in excess of the sick leave earned. If an employee has been absent through illness for not more than three consecutive days he must sign a declaration of inability to work. If his absence is longer than three days, he must produce a medical certificate. During sick leave, the employee must receive wages at his normal rate of pay.

Other provisions regarding public holidays granted with pay, special leave, hours of work, rates of pay and overtime rates are the same as those set forth in the earlier regulations.

## PROVINCIAL

### Alberta Public Service Vehicles Act

New general regulations (R5-49) under the above Act were made by an Order in Council (O.C. 1143-49), on September 26, and gazetted on October 15. There has been no change in the provisions limiting working hours of drivers of public service or commercial vehicles, requiring medical certificates for drivers of passenger-carrying vehicles, and setting fees for chauffeurs' licences. There is, however, no longer any provision for issuing temporary chauffeurs' permits to employees of specified employers.

Hours of drivers of commercial vehicles and public service vehicles carrying passengers are limited to the maximum hours permitted by the Alberta Labour Act—eight in a day and 48 in a week—or those allowed by regulations made by the Board of Industrial Relations under that Act. Hours of inter-urban truck drivers must be recorded daily in a log-book carried by the driver. Owners of passenger-carrying vehicles or holders of a liveryman's certificate may be required to file lists of their drivers with the Highway Traffic Board and to notify the Board of all dismissals and the reasons therefor.

Drivers of school vans must be at least 18 years old and must hold a chauffeur's certificate and a medical certificate.

Candidates for a chauffeur's licence are required to furnish medical certificates. A fee of \$3 a year is required for a chauffeur's licence, but it is reduced to \$1 for employees of the Alberta government, and drivers of school vans are exempt from the fee.

### British Columbia Hospital Insurance Act

A new regulation, issued on December 3 and gazetted on December 22 under the Hospital Insurance Act, allows students and professional technicians before leaving the Province in order to take postgraduate or special training to renew their insurance premium for the ensuing hospital insurance year. They must, however, give a definite assurance in writing that they are returning to the Province as soon as they have finished their training.

### Manitoba Apprenticeship Act

Revised rules for apprenticeship in the sheet metal workers' trade which were filed on December 9 (Reg. 58/49), gazetted and effective December 17, include provisions for pre-apprenticeship training and the indenturing of apprentices to a local union or

employers' association. Similar provisions are already in effect for apprentices in the building trades (L.G., 1949, p. 1574).

On the recommendation of the trade advisory committee, applicants for apprenticeship in the trade of sheet metal work may enrol in a six to eight months' pre-apprenticeship course at the Manitoba Technical Institute. The course must terminate in the spring following its commencement.

Where there is not sufficient work in an establishment to maintain continuous employment and training for apprentices, the trade advisory committee may approve the indenturing of apprentices to a local union, employers' association or a joint committee of such organizations, the number of apprentices so indentured to be determined by the committee according to the number each trade is able to assimilate.

Apprentices in this trade must now attend full-time educational classes, given by a technical school approved by the Board, for eight weeks during each of the first two years and for at least four weeks of each subsequent year. If the apprentice has completed six months in a pre-apprenticeship course, he may be excused from attendance during the second and third years of apprenticeship. Under the earlier regulations which are now repealed, apprentices were required to attend full-time classes of at least two months' duration during each year for the first two years of apprenticeship, after which attendance at part-time classes was compulsory for a period of not less than 140 hours in any one year.

The wage rates are now fixed as a percentage of the journeyman's prevailing rate, beginning at 30 per cent for the first six months of the five-year apprenticeship period, then rising by 5 per cent for the next seven half-year periods and thereafter by 10 per cent until in the last six months of the fifth year the rate is 85 per cent of the mechanic's rate. Formerly, the starting rate was 25 cents an hour, increasing each six months until the apprentice received 70 cents an hour during the last six months.

Every person who has been employed in the trade for seven years or more (formerly five) before these rules became effective, may, on the recommendation of the trade advisory committee, be granted a certificate of qualification without examination. A new provision entitles persons who have been in the trade for five years but less than seven to a certificate of qualification upon passing such examinations as may be determined by the Board on the recommendation of the trade advisory committee. No certificates, however, may be issued

without examination after six months following the effective date of the new regulations.

The Minister of Labour, in conjunction with the Minister of Education, may now make any necessary provisions for conducting evening classes for this trade in addition to, or as a substitute for, full-time classes.

The age requirement is still 16 to 21 with certain exceptions for persons over 21. No change has been made in the ratio of apprentices to journeymen. An employer is permitted to employ one apprentice for one journeyman and one apprentice for every four additional journeymen employed.

### **Prince Edward Island Electrical Inspection Act**

Amendments to the regulations under this Act were approved by Order in Council on December 20 and gazetted on December 24. The more important changes have to do with the licensing of journeymen electricians and radio repair operators.

As before, to qualify for a journeyman's licence, an applicant must have had four years' experience in electrical work. The amendment provides, as an alternative requirement, that he must have passed the vocational training course in electricity or an equivalent course from a recognized institution and have had, as well, apprenticeship training of a stated duration. For a person with Grade A standing, two years' apprenticeship is required; Grade B, two years and four months; Grade C, two years and eight months; and Grade D, three years' training as an apprentice.

A new provision states that in order to be eligible for journeyman status, Grade 8 education or its equivalent is required.

A journeyman's licence is issued on examination set by the Electrical Inspection Department. The stipulation is now added that such examination may include a practical examination at some place designated by the Department.

Licences must be renewed annually. If a journeyman allows two years to elapse without having his licence renewed, he must again write an examination.

An applicant for a contractor's licence must furnish with the inspector a guarantee bond of \$2,000. Formerly, the amount of the bond required was \$200.

All electrical installations are to be in accordance with the Canadian Electrical Code, and not only with Part I of the Code, as previously (L.G., 1940, p. 926; 1945, p. 1533).



A further new section requires radio repair operators to be licensed after they have shown on examination that they are qualified to work on radios. The annual licence fee for a radio repair shop is \$3 and for a radio repair helper, \$1.

### **Saskatchewan Passenger and Freight Elevator Act**

The first regulations under the new Passenger and Freight Elevator Act were issued by an Order in Council (O.C. 2191/49) on November 25, and gazetted December 10. The new Act, which is effective from December 1, 1949, was summarized in the *LABOUR GAZETTE* for June, 1949, at page 741. The regulations, also effective from December 1, deal with standards for construction, installation and repair of elevators; electrical wiring and inspection; licences and licence fees for elevators, contractors and elevator operators; and requirements for construction, operation and inspection of belt manlifts.

The regulations apply to all elevators which are subject to the legislative authority of the Province except inclined or vertical freight conveyors; mine or skip hoists, power shovels or draglines, stage lifts, tiering or piling machines or similar apparatus; manlifts in grain elevators when operated by hand or by gravity; certain hand-operated dumbwaiters; elevators or hoists used only for handling building material and mechanics during construction, unless specifically included by the Chief Inspector.

The Safety Code for Passenger and Freight Elevators of the Canadian Standards Association must, where required by the regulations, be complied with as if it were regulations issued under the Act. The design, construction, and installation of elevators and their testing previous to operation must conform to the requirements of this Code.

No one under 18 years of age may hold a licence to operate a passenger elevator. The minimum age for operating a freight elevator is 16 years. A licence for each operator must be obtained from the Department of Labour by every person, firm or corporation having responsibility as owner or agent for the operation of a passenger elevator. Only the holder of an operator's licence may operate a passenger elevator unless it is automatically controlled.

The licence, issued upon the recommendation of the Chief Inspector, is valid for one year, subject to immediate cancellation if the operator is found to be incompetent or deliberately violates the Act or regulations. The operator must at all times either carry his licence with him or post it in the elevator car. Failure to produce the licence on demand of an inspector or authorized officer will be taken as evidence that the person concerned has no licence.

### **Saskatchewan Workmen's Compensation (Accident Fund) Act**

From January 1, 1950, all employees of co-operative purchasing associations and wholesale distributors who are commission men or commission agents engaged in the distribution of gasoline, oils, greases and other petroleum products are brought within the Act by an amendment to the General Regulations (L.G., 1943, p. 1419) made by an Order in Council, dated November 18 and gazetted November 26. Previously, such associations and distributors could be admitted to Part I of the Act (which provides for a collective liability system) at the discretion of the Board on the application of the employer.

Executive officers of co-operative purchasing associations in this group may elect for compensation coverage at a salary rate not in excess of \$3,000 per year nor less than \$400.

# UNEMPLOYMENT INSURANCE

## Selected Decisions of Umpire Under the Unemployment Insurance Act

*Digest of selected decisions in appeals heard by the Umpire under the provisions of the Unemployment Insurance Act. Published in two series (1) Benefit cases, designated CU-B, and (2) Coverage cases, CU-C.*

**Held that the claimant had not neglected to avail herself of an opportunity of suitable employment within the meaning of Section 40 (1) (b) of the Act.—CU-B. 439 (May 11, 1949).**

### MATERIAL FACTS OF CASE:

The claimant, married, 34 years of age, worked as a silk spotter for a dry cleaning firm from June, 1944 until June 12, 1948, when she was laid off. Her rate of pay was 75 cents per hour. She worked as a sales clerk in a temporary position at a wage of 55 cents per hour from June 21 to June 26, 1948. On November 4, 1948, she made claim for benefit which was allowed.

On December 3, 1948, she reported that she had been employed by another dry cleaning firm as a silk spotter from November 29, 1948 to December 2, 1948, and that her separation was due to shortage of work. The employer stated that her services were dispensed with for the following reasons: "She could work half-days only whereas a full-time spotter is needed. An operator for full time (employment) was obtained on December 3, 1948." The Local Office reported: "We have no openings nor is it customary to have openings for part-time in this work." The Insurance Officer disqualified her from the receipt of benefit for a period of six weeks because she had neglected to avail herself of an opportunity of suitable employment (Section 40 (1) (b) of the Act).

The claimant appealed to the Court of Referees on the grounds that she had been hired on a part-time basis, that she had contributed to the fund for four and a half years while employed on part-time work and that, when she was replaced by a full-time operator, it could not be said that she neglected to avail herself of an opportunity of suitable employment.

The question of the claimant's availability for work within the meaning of the Act, was also referred to the Court of Referees for decision.

The claimant and two representatives from the Local Office gave evidence at the hearing. The Court unanimously decided that the claimant had not restricted her availability to a point where she must be considered to be not available for work and that therefore she had not neglected to avail herself of an opportunity of suitable employment.

The Insurance Officer appealed to the Umpire.

### DECISION:

I am asked to decide whether the claimant has neglected to avail herself of an opportunity of suitable employment within the meaning of Section 40 (1) (b) of the Act.

The answer to that question, as rightly pointed out by the Court of Referees, depends upon the answer to the question of whether the claimant was, at the time the employment was offered, available for work within the meaning of Section 27 (1) (b) of the Act.

In determining this case, I must first bear in mind that the Court of Referees, after they had the opportunity of hearing the claimant and the Commission's representatives, stated in their unanimous decision: "There is not the slightest doubt that in the ordinary case, such a restriction (availability for work from 8 a.m. to 12 noon only) would place the claimant within the provisions of the Act and justify a finding that she was not available for work. But this appears to be an exception to the rule".

In a previous decision (CU-B. 430) I commented that "availability for work is primarily a subjective matter which must be considered in the light of a claimant's intention and mental attitude towards accepting employment. Viewed objectively, it might be determined by a claimant's prospects of employment in relation to a certain set of circumstances beyond his control or which he has deliberately created".

The claimant, a few weeks after she registered for work, showed her willingness



to accept morning employment in her usual occupation, but there is no indication as to what was her attitude towards accepting the same pattern of work in a line other than that of her usual occupation. As to her possibilities of obtaining employment in relation to her restricted availability, the Court felt that sufficient time had not elapsed to warrant a finding that she could not be "placed" in her usual occupation. There is no information on file, however, as to whether or not there were "openings" for her in part-time employment in other occupations.

Taking into consideration all the circumstances of the case, I find that the unanimous decision of the Court of Referees should not be disturbed and that, consequently, the claimant has not neglected to avail herself of an opportunity of suitable employment within the meaning of the Act.

I wish to point out, however, that claimants who are unable or unwilling to accept full-time employment, should not be allowed, after a reasonable period of time, to further restrict their field of availability by insisting upon taking work in their usual occupation only.

The appeal is dismissed.

***Held that the claimant had neglected to avail herself of an opportunity of suitable employment within the meaning of Section 40 (1) (b) of the Act.—CU-B. 444 (May 25, 1949).***

#### MATERIAL FACTS OF CASE:

The claimant, single, 23 years of age, was employed by the Dominion Government as a clerk from February, 1948 until May, 1948 when, she left voluntarily because she considered her monthly wage of \$85 was too low. From then until November 1, 1948, she was continuously unemployed and also made two renewal claims for benefit. On the latter mentioned date she secured temporary employment as a clerk which lasted until November 10, 1948.

On November 12, 1948, the claimant was offered temporary box-folding work of five weeks' duration by a large departmental store. The salary offered was \$21 for a 40-hour week, the prevailing rate of pay in the district for that kind of work varying between \$20 and \$23 a week. The claimant refused stating that she "was not looking for factory work". The Local Office commented that the claimant had originally been referred to that departmental store on November 12, 1948 for catalogue work; but as all vacancies in this type of employment had been filled when she presented herself, the prospective employer had offered her

box-folding work. The Insurance Officer disqualified the claimant from the receipt of benefit for a period of five weeks, because she had neglected to avail herself of the opportunity of suitable employment within the meaning of Section 40 (1) (b) of the Act.

The claimant appealed to the Court of Referees which unanimously reversed the Insurance Officer's decision.

The Insurance Officer appealed to the Umpire.

#### DECISION:

I agree with the Insurance Officer that "a short period of temporary or casual employment during a long period of unemployment does not nullify the operation of Section 40 (3) of the Act". Any other interpretation placed thereon would create discrimination and invite abuses. (Section 40 (3) reads:—

"after a lapse of such an interval from the date on which an insured person becomes unemployed as, in the circumstances of the case, is reasonable, employment shall not be deemed to be not suitable by reason only that it is employment of a kind other than employment in the usual occupation of the insured person, if it is employment at a rate of wages not lower and on conditions not less favourable than those observed by agreement between employees and employers or, failing any such agreement, than those recognized by good employers.")

The claimant, who is registered as a switchboard operator and also as an office clerk, had been unemployed, save for a short period of temporary work, for more than five months, when on November 12, 1948, she was offered temporary work in "box folding" at a salary which was not only in accordance with the prevailing rate of pay in the district for that type of work but similar to that which "she had earned in any occupation she had followed since October 31, 1947". She refused that offer, stating that she was "not looking for factory work".

Taking all the circumstances into consideration, I find that the provisions of Section 40 (3) must apply in this case and that the claimant has neglected to avail herself of an opportunity of suitable employment within the meaning of the Act.

The decision of the Court of Referees is reversed and the appeal of the Insurance Officer is allowed. The claimant is disqualified from the receipt of benefit for a period of five weeks as from the date that this decision is communicated to her.

# Revision of Unemployment Insurance Commission Regulations

*Several of the changes made in the Unemployment Insurance Regulations recently were made for the purpose of clarity only. Others involved matters of procedure.*

The Unemployment Insurance Commission Regulations, 1948, as amended, were recently revised and consolidated. The new Regulations were approved by Order in Council P.C. 6126, dated December 13, 1949, to have effect from December 28, 1949, under the title "The Unemployment Insurance Commission Regulations, 1949." Explanations of the main additions and amendments in connection with coverage, contributions and benefit are given below.

## Coverage Regulations

**Wage Ceiling.**—A clause has been added to the method of predetermining earnings for exception or insurability by reason of the "ceiling" of earnings under the Act. This clause provides that where an employed person's rate of remuneration is a fixed weekly amount not exceeding \$60, his yearly remuneration will be deemed not to exceed \$3,120. This amendment has been made under the authority of Section 14 (1) of the Act, to remove the possibility of anomalies arising between persons who are paid at monthly and weekly rates, in view of the fact that it can be argued that there are slightly more than fifty-two weeks in a calendar year. Another amendment provides that if the employed person is not satisfied with the predetermination of his earnings made by his employer for the purpose of the "ceiling", he may apply to the Commission to have such predetermination reviewed, but if he does not apply within six months the employer's predetermination will stand. However, the Commission may on its own initiative review any predetermination that has been wrongly made, for example by collusion between the employer and employee.

**Insurance Agents.**—The exception from coverage of life insurance agents solely paid on a commission basis has been extended to all insurance agents whether life, casualty, fire, etc., since it appears that there is no valid reason for excepting only certain types of insurance agents. The anomalies which were found in respect of life insurance agents apply equally to other insurance agents.

**Canadian Ships Operating Between Foreign Ports.**—As regards a vessel of Canadian registry which regularly operates

between ports outside of Canada with a crew mainly or wholly domiciled outside of Canada, the Regulation now provides that employment in such vessel is excepted without the necessity for the Commission to pass a special order. All that is necessary is for the Commission to be satisfied, through the report of its officers, as to the facts in the case.

**Tradesmen Employed on Farms.**—This Regulation requires a farmer to insure any skilled tradesman whom he employs in his regular trade for more than six days in a period of thirty consecutive days. Employment for a period of six days or less is excepted as being casual employment otherwise than for the purpose of the employer's trade or business. It might be argued that where a farmer employs a tradesman for more than six days in a month such employment could hardly be described as employment in agriculture, but in order to remove any possibility of doubt a regulation has been made so as to remove such anomalies.

**Tradesmen Employed by Hospitals and Charitable Institutions.**—Employment by hospitals and charitable institutions is excepted by paragraph (g) of Part II of the First Schedule to the Act. When such institutions engage a contractor to make renovations or repairs, the contractor is required to insure his employees, but if the institution itself employed tradesmen for such work it did not insure them. The amended Regulation is designed to remove this anomaly by providing that the institution must insure any such workers employed on a temporary or casual basis. The Regulation does not change the status of employees other than those engaged in construction, renovation or repairs. It does not apply to the permanent maintenance or clerical staff of a hospital or charitable institution.

## Contribution Regulations

An amendment in the Contribution Regulations clarifies the procedure for contributions upon separation or lay-off as regards particularly payments for accrued holiday credits not taken at time of lay-off. Another amendment provides that contributions shall not be recorded for any days prior to the date the employment commenced.



The Regulation respecting minimum records to be kept by an employer has been amended to require the employer (1) to keep the minimum records in respect of all his employees whether insurable or not; (2) when an employee is not being insured only because he is insured by another employer to keep a record of the insurance number and name of the employee concerned and of the name and address of the insuring employer; (3) to keep a record of the serial number of the certificate of exemption held by any of his employees.

### Benefit Regulations

**Farmers.**—A new Regulation provides that, to prove entitlement to benefit during the months October to March, both inclusive, a claimant whose main employment is the operation of a farm must establish that he either does no work on the farm or does so little during the off-season that he is not prevented from accepting full-time employment. In addition he must prove that in the two off-seasons (October to March) preceding the off-season in which he makes his claim, a total of at least 180 daily contributions were paid on his behalf. This latter proviso will serve as a test as to his being genuinely in the labour market.

## Unemployment Insurance Statistics November 1949\*

The monthly report of the Dominion Bureau of Statistics on the operation of the Unemployment Insurance Act states that during November, 1949, a total of 124,889 claims for Unemployment Insurance benefit was filed in local offices of the Unemployment Insurance Commission as compared to 77,091 in October and 73,119 during November, 1948. Included in these are 10,001 revised claims (that is, reconsiderations of existing claims) during November, 7,742 in October, and 6,693 in November, 1948. Initial and renewal claims representing mainly new cases of recorded unemployment among insured persons, totalled 114,888 in November, 1949, 69,349 in October, 1949, and 66,426 in November, 1948.

At November 30, 1949, persons on the live unemployment register numbered 152,269 (116,911 male and 35,358 female) as against 105,937 (76,464 male and 29,473 female) at October 31, 1949, and 83,710 (62,806 male and 20,904 female) at November 30, 1948. In addition to ordinary claims there were at November 30, 20,105 (17,213

**Benefit Payable While on Relief.**—Another new Regulation provides that a claimant who is required to work for the purpose of obtaining relief or in respect of relief already obtained, will be deemed to be unemployed as well as available on the days on which such work is performed, if the relief agency certifies that his performance would not prevent him from accepting other work.

**Seasonal Regulations.**—The revised seasonal regulations class as "seasonal" a claimant who has spent more than nine of the last thirty-six days of insurable employment in a seasonal occupation in a seasonal industry, and reduce the two-year contribution requirement to 360 (from 420) and the two previous off-seasons requirement to 40 (or 80) in the complete quarters falling in the off-seasons in the past two years. An additional means of relief from disqualification is afforded the claimant. If he has less than the 360, or the 40 (or 80) contributions required at the time of determination, he may overcome the disqualification if and when he proves that in the current off-season he has made up the shortage to meet either the 360 or 40 (or 80) contributions. However, if the shortage is less than twenty days, at least twenty contributions are required in the current off-season.

male and 2,892 female) other claims, that is, mainly claims registered by persons working on short time, compared with 9,492 (7,078 male and 2,414 female) at October 31, 1949 and 4,143 (3,264 male and 879 female) at November 30, 1948.

Persons on the live unemployment register at November 30, were classified according to the number of days they have been continuously on the register since the last initial or renewal claim was filed in each case. For purposes of establishing the number of days on the register only days of proven unemployment are counted. The number of persons signing the live register for seven days or more provides a rough measure of the number of benefit recipients during the month.

During November, of 109,234 claims handled at adjudicating centres, 89,725 were allowed, 18,816 were disallowed and disqualified and 693 special requests were not granted. In addition, 982 claims were referred to Courts of Referees and to the

\* See Tables E-1 to E-7.

Umpire. Chief reasons for non-entitlement to benefit in order of number of cases were: "insufficient contributions while in insurable employment" 9,366 cases; "voluntarily left employment without just cause" 4,969 cases; "discharged for misconduct" 849 cases; "not capable of and not available for work" 832 cases.

The number of persons commencing the receipt of benefit on initial and renewal claims, by province, during November, 1949, is shown in Table E-4. Table E-6 presents the number of days and the amount of benefit paid during the month. A total of 63,702 persons commenced receipt of benefit during November, 1949 as compared to 41,811 in October and 37,953 in November, 1948. In November, benefit payments amounted to \$5,048,373 for 2,178,130 compensated unemployed days as against \$3,845,541 for 1,675,017 days in October and \$2,283,383 for 1,106,864 days during November last year.

The number of persons receiving benefit, by province for the week of November 12 to 18 inclusive, is presented in Table E-6. During the said week, 104,320 persons received benefit for 597,596 days in respect of which \$1,372,591 were paid, as compared to 71,838 persons receiving benefit for 400,350 days in the amount of \$921,686 during the week of October 15 to 21. The average duration for persons receiving benefit during the week of November 12 to 18 was 5.7 days as compared to 5.6 days for the week of October 15 to 21. The average amount of benefit per day for both these periods was \$2.30 while the average amount of benefit paid was \$13.16 and \$12.83 respectively.

## Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for the month ending November 30, 1949 showed 3,664,130 employees were issued with insurance books and had made contributions to the Unemployment Insurance Fund at one time or another since April 1, 1949, an increase of 69,778 since October 31, 1949.

As at November 30, 1949, 224,331 employers were registered representing an increase of 874 since October 31, 1949.

## Renewal of Unemployment Insurance Books

The renewal of unemployment insurance books this year will follow the practice introduced in 1949, whereby employers in large centres who have fifty or more insurable employees and those with twenty-five or more in smaller centres may have insurance books renewed at their premises. These employers will receive a letter from the Commission's local office asking that that office be advised of the date most suitable to the employer for the renewal of books. Employers with fewer than 50 insurable employees will be required to renew their books at the local office of the Commission nearest to them. If, however, the distance is too great, it will be necessary for them to renew their books by mail through their local office.

The insurance books have been designed so that contributions for a short period after April 1 may be recorded in either the old or the new books. This will permit the local offices to call in books as required, and will do away with the long wait for new books experienced in previous years when all books were renewed on March 31.

Employers are particularly requested to keep a record of the date of the last contribution in the old book, to avoid duplication of contributions in the new book.



# WAGES, HOURS AND WORKING CONDITIONS IN THE CLOTHING INDUSTRY, OCTOBER, 1948\*

*Some 18,700 factory workers were employed in the 182 establishments whose 1948 returns have been used in this analysis of the three main divisions of the men's clothing industry. More than half the establishments, employing 55 per cent of the workers, were under written collective agreements. The five-day week was reported by 149 establishments employing 85 per cent of the workers. Time and one-half was the most common overtime rate. Fifty-eight per cent of the workers were in establishments which provided for a paid vacation of two weeks. More than 7,100 workers received payment for five or six statutory holidays.*

The following industries were included in the Labour Department survey of the Manufacture of Clothing; Men's and Boys' Suits and Overcoats, Work Clothing, Men's Shirts, Women's and Misses' Suits and Coats, and Dresses. The first three industries named are dealt with in this article and the latter two, Women's and Misses' Suits and Coats, and Dresses, will appear in the March issue of the LABOUR GAZETTE.

By 1948 average wage rates in the Clothing industry had increased 105.9 per cent over the base year, 1939. This is indicated by the composite wage rate index shown below for the five divisions of the clothing industry. In each successive year since 1939 an increase was recorded. In 1941 and 1946 the annual increases were more than 12 per cent while in 1948 the advance recorded over the preceding year was 8.7 per cent.

Year	Index	Annual Percentage Increase
1939.....	100.0	—
1940.....	105.3	5.3
1941.....	118.0	12.1
1942.....	129.0	9.3
1943.....	139.3	8.0
1944.....	144.3	3.6
1945.....	156.3	8.3
1946.....	176.2	12.7
1947.....	189.5	7.5
1948.....	205.9	8.7

For information on wage rates by occupations in the industry, see "Annual Report on Wage Rates and Hours of Labour in Canada, October, 1948", issued by the Department as a Supplement to the LABOUR GAZETTE, November, 1949.

## Men's and Boys' Suits and Overcoats

Index numbers of wage rates in this industry have shown an increase each year since the base year, 1939. The largest annual percentage increase took place between 1942 and 1943, while large increases were also apparent in 1946 and 1947. By 1948 the increase in rates over 1939 had reached 114.8 per cent.

Year	Index	Annual Percentage Increase
1939.....	100.0	—
1940.....	107.2	7.2
1941.....	117.9	10.0
1942.....	129.8	10.1
1943.....	146.6	12.9
1944.....	151.9	3.6
1945.....	164.1	8.0
1946.....	182.1	11.0
1947.....	203.0	11.5
1948.....	214.8	5.8

\*The information in this article was prepared from data obtained in the general annual survey of wage rates and hours of labour for 1948 made by the Economics and Research Branch of the Department of Labour. Employers were asked to report their straight-time wage or salary rates or the average straight-time earnings for workers on piecework for the last pay period preceding October 1, as well as certain working conditions within their establishments. Information on wage rates for 1948 in Logging and Construction was published in the April

LABOUR GAZETTE and for Civic employees in the May issue. Information on other industries for 1948 along the line of this present article has been published monthly since the June, 1949, issue of the LABOUR GAZETTE.

For a summary of provincial legislation on working conditions see Provincial Labour Standards Concerning Child Labour, Holidays, Hours of Work, Minimum Wages, Weekly Rest-Day and Workmen's Compensation, an annual publication of the Department of Labour.





**TABLE 1.—DISTRIBUTION OF ESTABLISHMENTS AND EMPLOYEES IN THE MEN'S AND BOYS' SUITS AND OVERCOATS INDUSTRY, 1948**

	Canada	Quebec	Ontario	Western Provinces
Number of Establishments.....	81	50	27	4
Employees:				
Wage Earners—				
Male.....	4,472	2,592	1,851	29
Female.....	5,682	3,890	1,685	107
Total.....	10,154	6,482	3,536	136
Office Employees.....	1,200	483	701	16
Total.....	11,354	6,965	4,115	152

In analysing this industry, returns from 81 establishments employing some 10,200 factory and 1,200 office workers were used (Table 1). Nineteen per cent of the workers were in 50 establishments employing less than 100 workers, 33 per cent were in 21 establishments employing between 100 and 300 workers, the remaining 10 establishments employing more than 300, averaged 483 workers each.

**Collective Agreements.**—Collective agreements in writing were reported by 53 establishments employing 7,200 workers. Most of the workers under agreement in this industry were represented by the Amalgamated Clothing Workers of America (CIO-CCL), and the National Federation of Clothing Workers (CCCL). Other agreements were negotiated with employees' associations or other national or international unions.

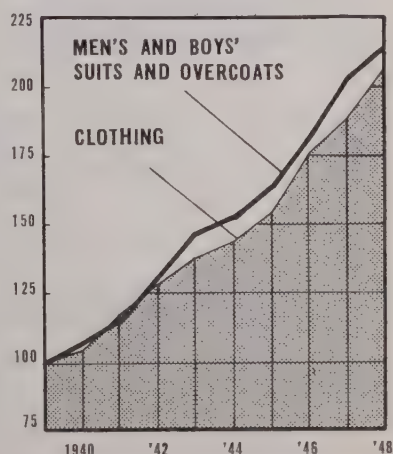
**Standard Weekly Hours, Table 2.**—Weekly hours ranged from 40 to 46. Ninety-four per cent of the workers were in 72 establishments operating on a 40- or 44-hour five-day week. Of the remaining nine establishments, four worked longer than 44 hours.

**Overtime Rates of Pay, Table 3.**—Time and one-half was the most common overtime rate in this industry. Double time was reported in a few instances for work on Sunday. For work on observed statutory holidays, four establishments paid double time and two paid double time and one-half.

Operating an electric cutter, the worker shown at top left can cut many pieces of material at once. Average wage for cutters in Canada in 1948 was \$1.26 per hour. Women sewing machine operators (as shown below) average 69 cents per hour. The typical clothing factory employee worked a 40-hour five-day week and enjoyed a vacation of at least one week after one year's service.

## INDEX NUMBERS OF WAGE RATES

(Base 1939=100)



**Vacations with Pay, Table 4.**—All the establishments in this industry reported an initial vacation with pay of one or two weeks, after a service requirement of two years or less. Twenty-two per cent of the workers were in 18 establishments which gave a two week vacation initially.

A maximum vacation of two weeks was reported by 33 establishments (5,090 workers) usually after one or two years. Two establishments (734 workers) gave three weeks after 30 years, another with 40 workers gave four weeks after a service of 25 years.

**Statutory Holidays, Table 5.**—All but one establishment reported observing between two and 15 holidays and 56 of the 81 establishments employing 72 per cent of the workers paid for some or all of the holidays observed.

Payment was made for five or six holidays in 44 establishments, employing 63 per cent of the workers covered in the industry.

The most common number of holidays observed and paid for was five, which was

**TABLE 2.—STANDARD WEEKLY HOURS OF WORK FOR FACTORY EMPLOYEES IN THE MEN'S AND BOYS' SUITS AND OVERCOATS INDUSTRY, 1948**

Standard Weekly Hours	Canada		Quebec		Ontario		Western Provinces	
	Fac-tories	Work-ers	Fac-tories	Work-ers	Fac-tories	Work-ers	Fac-tories	Work-ers
<i>On a Five-Day Week</i>								
40.....	55	7,114	30	3,851	22	3,144	3	119
44.....	17	2,399	16	2,376	1	23		
45.....	2	148	2	148				
46.....	2	109	1	52	1	57		
Total.....	76	9,770	49	6,427	24	3,224	3	119
<i>On a Six-Day Week</i>								
42.....	1	20			1	20		
44.....	4	364	1	55	2	292	1	17
Total.....	5	384	1	55	3	312	1	17
<i>Total</i>								
40.....	55	7,114	30	3,851	22	3,144	3	119
42.....	1	20			1	20		
44.....	21	2,763	17	2,431	3	315	1	17
45.....	2	148	2	148				
46.....	2	109	1	52	1	57		
Total.....	81	10,154	50	6,482	27	3,536	4	136

**TABLE 3.—OVERTIME RATES OF PAY FOR FACTORY EMPLOYEES IN THE MEN'S AND BOYS' SUITS AND OVERCOATS INDUSTRY, 1948**

Overtime Rates by Region	After Daily Hours		Only After Weekly Hours		Sunday		Holidays	
	Mon. to Sat.							
	Fac-tories	Work-ers	Fac-tories	Work-ers	Fac-tories	Work-ers	Fac-tories	Work-ers
Total Factories and Workers.....	58	7,734	23	2,420	81	10,154	81	10,154
<i>Time and One-Half</i>								
Canada.....	48	7,305	(1) 23	2,420	22	3,357	45	6,514
Quebec.....	35	5,123	14	1,342	11	1,130	28	4,064
Ontario.....	11	2,099	8	1,056	10	2,210	16	2,428
Western Provinces.....	2	83	1	22	1	17	1	22
<i>Double Time</i>								
Canada.....					3	142	(2) 6	694
Quebec.....					1	12	2	153
Ontario.....					1	64	3	475
Western Provinces.....					1	66	1	66
<i>No Premium Pay (3)</i>								
Canada.....	10	429			56	6,655	30	2,946

(1) Includes one factory (22 workers) on a five day week paying time and one-quarter after weekly hours and time and one-half on Saturday.

(2) Includes two factories (411 workers) paying double time and one-half.

(3) Includes factories paying straight time or not reporting overtime policy.



reported by 14 establishments employing some 1,600 workers. Ten establishments with 1,235 workers observed and paid for six days.

**Sick Leave with Pay.**—Twenty-two establishments employing one-third of the workers reported having a policy covering sick leave with pay. Various plans were listed, such as, “group insurance”, “sick benefit plan”, “employers discretion”, “union fund”, “after three days”, “part pay after six months”, “one week with Doctor’s certificate”, “after seven days”. In a few instances no details of sick leave policy were given.

### Work Clothing

By 1948 the index of wage rates in the manufacture of work clothing showed an increase of 97.1 per cent over the base year, 1939. The largest annual increase during the ten-year period was recorded between 1947 and 1948, when the index indicated a rise of 24.1 points or 13.9 per

Year	Index	Annual Percentage Increase
1939.....	100.0	—
1940.....	106.0	6.0
1941.....	118.2	11.5
1942.....	133.3	12.8
1943.....	140.8	5.6
1944.....	141.0	0.1
1945.....	148.0	5.0
1946.....	160.3	8.3
1947.....	173.0	7.9
1948.....	197.1	13.9

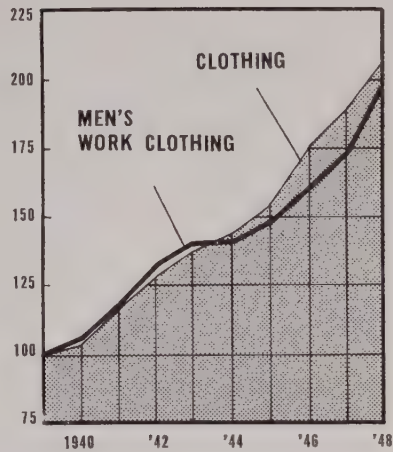
Returns from 66 establishments employing some 4,500 factory and 100 office workers were used in the analysis of this industry (Table 6). The great majority of workers in the factories were female. The number of employees per establishment ranged from 15 to 432, with 55 per cent of the workers in 55 establishments employing less than 100 workers and nine establishments, employing between 100 and 200, accounting for 28 per cent of the workers.

**Collective Agreements.**—Written collective agreements were reported by 27 establishments, employing more than half the workers in the industry. All the workers under agreement were represented either by the, United Garment Workers Union of America (AFL-TLC), the Amalgamated Clothing Workers of America (CIO-CCL), or the National Federation of Clothing Industry Workers (CCCL).

**Standard Weekly Hours, Table 7.**—Weekly hours ranged from 37½ to 49, with

## INDEX NUMBERS OF WAGE RATES

(Base 1939=100)



very few at less than 40 hours or above 48. More than two-thirds of the establishments and workers were on a five-day week and in most cases on a 40-hour schedule. Eighteen establishments employing one-quarter of the workers reported working longer than 45 hours.

**Overtime Rates of Pay, Table 8.**—Time and one-half was the most common rate paid for overtime either after daily or weekly hours had been worked. In several instances time and one-quarter was the rate paid after daily hours, Monday through Friday, and in one case after weekly hours, another paid double time for work on Saturday.

Although 12 of the 22 establishments reported time and one-half for work on Sunday, the majority of workers receiving premium pay for Sunday work, were in 10 establishments, which paid double time.

Time and one-half and double time were the only overtime rates paid for statutory holidays. Double time was reported by 13 of the 25 establishments employing 30 per cent of all workers in the industry.

**Vacations with Pay, Table 9.**—All but one establishment in this industry reported giving vacations with pay of at least one week, after a year or less of service, and in nine instances an initial vacation of two weeks was reported after a year of service.

Thirty-seven establishments reported giving no more than one week's vacation. Fifty-five per cent of the workers were in 26 establishments reporting a maximum vacation of two weeks, after a service of one to eight years and in two instances a provision of three weeks after 25 years was reported.

**TABLE 4.—VACATIONS WITH PAY FOR FACTORY EMPLOYEES IN THE MEN'S AND BOYS' SUITS AND OVERCOATS INDUSTRY, 1948**

Length of Service Required	Initial Vacation				Maximum Vacation			
	One Week		Two Weeks		One Week		Two Weeks	
	Fac-tories	Work-ers	Fac-tories	Work-ers	Fac-tories	Work-ers	Fac-tories	Work-ers
<i>Under Six Months</i>								
Canada (Quebec Only).....	2	129	1	55	1	87	1	55
<i>Six Months</i>								
Canada.....	5	209	1	31	3	176	1	31
Quebec.....	1	18						
Ontario.....	4	191			3	176		
Western Provinces.....			1	31			1	31
<i>One Year</i>								
Canada.....	56	7,556	14	1,919	41	4,027	13	1,901
Quebec.....	34	4,398	12	1,882	32	3,453	12	1,882
Ontario.....	19	3,053	2	37	8	552	1	19
Western Provinces.....	3	105			1	22		
<i>Two Years (1)</i>								
Canada.....			2	255			21	3,877
Quebec.....							4	1,005
Ontario.....			2	255			15	2,789
Western Provinces.....							2	83
Total Factories and Workers.....	63	7,894	18	2,260	45	4,290	36	5,864

(1) Includes two factories (734 workers) giving an additional week after thirty years and another (40 workers) two weeks extra after twenty-five year's service.

**TABLE 5. STATUTORY HOLIDAYS OBSERVED AND PAID FOR IN THE MEN'S AND BOYS' SUITS AND OVERCOATS INDUSTRY, 1948**

NOTE.—One factory (172 workers) gave no information on holidays.

	Number of Holidays Observed by Factories								Total	
	Days								Factories	Workers Affected
	5	6	7	8	9	10	12	13		
Factories paying for:										
4 Holidays.....					1				1	87
5 ".....	14	1	2	3		3	2	2	27	3,490
6 ".....		10	1	5	1				17	2,925
7 ".....			3	1	1				5	306
8 ".....				3					3	443
9 ".....					2				2	50
12 ".....							1		1	17
Total Factories Paying for Four or More Holidays.....	14	11	6	12	5	3	3	2	56	7,318
Total Factories not Paying for Holidays.....	3	2	5	6	4	4			24	2,664
Total Factories Observing Holidays.....	17	13	11	18	9	7	3	2	80	9,982

**TABLE 6.—DISTRIBUTION OF ESTABLISHMENTS AND EMPLOYEES IN THE WORK CLOTHING INDUSTRY, 1948**

	Canada	Maritime Provinces	Quebec	Ontario	Manitoba	Alberta	British Columbia
Number of Establishments.....	66	5	24	18	13	2	4
Employees:							
Wage Earners—							
Male.....	781	46	365	138	140	67	25
Female.....	3,712	315	1,166	919	754	405	153
Total.....	4,493	361	1,531	1,057	894	472	178
Office Employees.....	336	17	159	56	46	53	5
Total.....	4,829	378	1,690	1,113	940	525	183



TABLE 7.—STANDARD WEEKLY HOURS OF WORK FOR FACTORY EMPLOYEES IN THE WORK CLOTHING INDUSTRY, 1948

Standard Weekly Hours	Canada		Maritime Provinces		Quebec		Ontario		Manitoba		Alberta		British Columbia	
	Factories	Workers	Factories	Workers	Factories	Workers	Factories	Workers	Factories	Workers	Factories	Workers	Factories	Workers
<i>On a Five-Day Week</i>														
37½.....	1	29											1	29
40.....	33	2,572	2	227	3	146	12	821		774	2	472	2	132
42½.....	1	70	1	70										
44.....	1	27					1	27						
45.....	3	179			1	83	2	96						
45½.....	1	51			1	57								
48.....	4	195			4	185								
49.....	1	23			1	23								
Total.....	45	3,152	3	297	10	504	15	944	12	774	2	472	3	161
<i>On a Six-Day Week</i>														
42.....	1	120												
44(1).....	8	367	2	64	4	271	1	15	1	120			1	17
Over 45 and under 48.....	5	553			3	455	2	98						
48.....	6	279			6	279								
49.....	1	22			1	22								
Total.....	21	1,341	2	64	14	1,027	3	113	1	120			1	17
<i>Total</i>														
37½.....	1	29											1	29
40.....	33	2,572	2	227	3	146	12	821		774	2	472	2	132
Over 40 and under 44.....	2	190	1	70										
44(1).....	9	394	2	64	4	271	2	42	1	120			1	17
45.....	2	179			1	83	2	96						
Over 45 and under 48.....	6	610			4	512	2	98						
48.....	10	474			10	474								
49.....	2	45			2	45								
Total.....	66	4,493	5	361	24	1,531	18	1,057	13	894	2	472	4	178

(1) Includes one factory (17 workers) working 44½ hours.

**Statutory Holidays, Table 10.**—All but one establishment reported observing from two to 15 statutory holidays and 34 employing 60 per cent of the workers, paid for some or all of those observed. The most common number of holidays observed and paid for was eight and one respectively.

**Sick Leave with Pay.**—Only 11 of the 66 establishments employing 800 workers reported a policy covering sick leave with pay. Group insurance plans were reported in a few cases and the remainder reported various provisions.

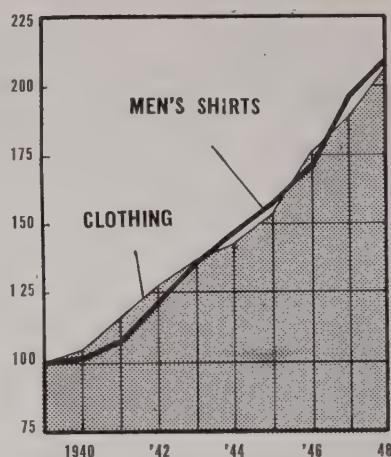
## Men's Shirts

The 1948 wage index for this industry based on average rates in 1939 as 100, reached 209.4. The indices below show a steady rise each year, the percentage increases varying from 2.4 in 1940 to more than 14 per cent in 1942 and 1947.

Year	Index	Annual Percentage Increase
1939.....	100.0	—
1940.....	102.4	2.4
1941.....	107.0	4.5
1942.....	122.6	14.6
1943.....	135.9	10.8
1944.....	146.5	7.8
1945.....	157.0	7.2
1946.....	171.7	9.4
1947.....	196.6	14.5
1948.....	209.4	6.5

## INDEX NUMBERS OF WAGE RATES

(Base 1939=100)



All the establishments reporting for this survey were located in the provinces of Ontario and Quebec:—

In analysing this industry returns from 35 establishments employing approximately 4,000 factory and 200 office workers were used. Eighty-six per cent of the factory workers were women (Table 11).

Nearly three-quarters of the establishments employed less than 100 workers each, seven employed between 100 and 300.

**TABLE 8.—OVERTIME RATES OF PAY FOR FACTORY EMPLOYEES IN THE WORK CLOTHING INDUSTRY, 1948**

Overtime Rates by Region	After Daily Hours				Only After Weekly Hours		Sundays		Holidays	
	Monday to Friday		Saturday							
	Fac-tories	Work-ers	Fac-tories	Work-ers						
Total Factories and Workers.....	53	3,768	53	3,768	13	725	66	4,493	66	4,493
<i>Time and One-Quarter</i>										
Canada (Manitoba Only).....	8	586			1	80				
<i>Time and One-Half</i>										
Canada.....	22	2,050	29	2,669	12	645	12	647	22	1,756
Maritime Provinces.....	1	27	2	190	1	37				
Quebec.....	9	836	8	778	8	374	5	253	8	782
Ontario.....	5	438	5	438	2	205	2	180	3	330
Manitoba.....	4	228	12	814			3	168		
Alberta.....	1	432	1	432					9	598
British Columbia.....	2	89	1	17	1	29	2	46	2	46
<i>Double Time</i>										
Canada.....			1	72			10	1,119	13	1,372
Maritime Provinces.....									1	163
Ontario.....							4	313	5	369
Manitoba.....							4	302	4	296
Alberta.....							1	432	2	472
British Columbia.....			1	72			1	72	1	72
<i>No Premium Pay (1)</i>										
Canada.....	23	1,132	23	1,027			44	2,727	31	1,365

(1) Includes factories paying straight time or not reporting overtime policy.



**TABLE 9.—VACATIONS WITH PAY FOR FACTORY EMPLOYEES IN THE WORK CLOTHING INDUSTRY, 1948**

NOTE.—One factory (13 workers) gave no information on vacations

Length of Service Required	Initial Vacation		Maximum Vacation			
	One Week		One Week		Two Weeks	
	Factories	Workers	Factories	Workers	Factories	Workers
<i>No Specified Service (1)</i>						
Canada.....	12	615	2	52		
Quebec.....	4	142	1	35		
Ontario.....	3	206	1	17		
Manitoba.....	2	106				
British Columbia.....	3	161				
<i>One and Three Months</i>						
Canada (Quebec Only).....	2	99	1	31		
<i>Six Months</i>						
Canada.....	10	599	9	449		
Maritime Provinces.....	3	260	3	260		
Quebec.....	3	102	3	102		
Ontario.....	4	237	3	87		
<i>One Year</i>						
Canada.....	41	3,167	25	1,220	(2)10	653
Maritime Provinces.....	2	101	1	64		
Quebec.....	14	1,175	9	479	3	107
Ontario.....	11	614	9	495	3	339
Manitoba.....	11	788	5	165	2	106
Alberta.....	2	472				
British Columbia.....	1	17	1	17	2	101
<i>Two Years</i>						
Canada.....					(2)10	1,205
Ontario.....					1	50
Manitoba.....					6	623
Alberta.....					2	472
British Columbia.....					1	60
<i>Five Years (3)</i>						
Canada.....					8	870
Maritime Provinces.....					1	37
Quebec.....					6	764
Ontario.....					1	69
Total factories and workers.....	65	4,480	37	1,752	28	2,728

(1) Nine factories (503 workers) reported an initial vacation of two weeks after one year.

(2) One factory reported giving an extra week after 25 years.

(3) Includes one factory (69 workers) requiring a service of eight years.

**TABLE 10.—STATUTORY HOLIDAYS OBSERVED AND PAID FOR IN THE WORK CLOTHING INDUSTRY, 1948**

NOTE.—One factory (17 workers) gave no information on holidays

	Number of Holidays Observed by Factories							Total	
	Days							Factories	Workers Affected
	2 to 5	6	7	8	9	10	11 to 15		
Factories Paying for									
1 Holiday.....		1	1	10			1	13	848
2 Holidays.....				1		1		2	146
3 ".....		1		1				2	157
4 ".....		1		1			1	3	114
5 ".....				1		1		2	81
6 ".....			2				1	3	138
7 ".....				2				2	491
8 to 11 ".....				3	2		2	7	731
Total Factories Paying for One or More Holidays.....	2	3	4	16	2	2	5	34	2,706
Total Factories not Paying for Holidays.....	7	1	2	9	8	2	2	31	1,770
Total Factories Observing Holidays....	9	4	6	25	10	4	7	65	4,476

Although only three establishments, employed more than 300 workers each, they accounted for one-third of the workers.

**Collective Agreements.**—More than one-half the workers in the industry, who were employed in 14 establishments, were reported under written agreement. Of the workers under agreement the majority were under agreements with the Amalgamated Clothing Workers of America (CIO-CCL).

**Standard Weekly Hours, Table 12.**—Weekly hours ranged from 40 to 48. The 28 establishments on a five-day week accounted for 74 per cent of the workers covered in the industry. Twelve establishments employing 37 per cent of the

workers operated on a 44-hour week and 15 (1,577 workers) worked longer than 44 hours.

**Overtime Rates of Pay, Table 13.**—Time and one-half and double time were the only rates paid, for any overtime work in the industry, the latter being applicable only to Sunday and holiday work. Three establishments with 561 workers paid double time for work on Sunday and five employing more than 1,000 workers paid this rate for work on statutory holidays.

**Vacations with Pay, Table 14.**—All the establishments covered in this survey reported giving an initial vacation of one

**TABLE 11.—DISTRIBUTION OF ESTABLISHMENTS AND EMPLOYEES IN THE MEN'S SHIRT INDUSTRY, 1948**

	Canada	Quebec	Ontario
Number of Establishments.....	35	21	14
Employees:			
Wage Earners—			
Male.....	544	341	203
Female.....	3,425	2,083	1,342
Total.....	3,969	2,424	1,545
Office Employees.....	209	129	80
Total.....	4,178	2,553	1,625

**TABLE 12.—STANDARD WEEKLY HOURS OF WORK FOR FACTORY EMPLOYEES IN THE MEN'S SHIRT INDUSTRY, 1948**

Standard Weekly Hours	Canada		Quebec		Ontario	
	Factories	Workers	Factories	Workers	Factories	Workers
<i>On a Five-Day Week</i>						
40.....	4	192	1	47	3	145
Over 40 and under 44.....	4	722	2	552	2	170
44.....	11	1,400	4	298	7	1,102
45.....	6	474	5	381	1	93
48 (1).....	3	165	2	130	1	35
Total.....	28	2,953	14	1,408	14	1,545
<i>On a Six-Day Week</i>						
44.....	1	78	1	78		
48.....	6	938	6	938		
Total.....	7	1,016	7	1,016		
<i>Total</i>						
40.....	4	192	1	47	3	145
Over 40 and under 44.....	4	722	2	552	2	170
44.....	12	1,478	5	376	7	1,102
45.....	6	474	5	381	1	93
48 (1).....	9	1,103	8	1,068	1	35
Total.....	35	3,969	21	2,424	14	1,545

(1) Includes one factory (35 workers) working 47½ hours per week.



week after a service requirement of six months or one year.

Twenty-four of the 35 establishments gave no more than a paid vacation of one week and the remainder employing 58 per cent of the workers reported a maximum vacation of two weeks after a service of two to ten years.

**Statutory Holidays.**—All but one establishment reported the observance of some statutory holidays. Some 3,900 employees were in 34 establishments observing between four and 15 holidays.

Payment was made for some or all of the holidays observed by 23 establishments employing 2,600 workers. Forty-seven per cent of these workers were in 13 establishments paying for one to five holidays, another 51 per cent were in nine establishments paying for six and in one instance payment was made for seven.

**Sick Leave with Pay.**—Six establishments employing 13 per cent of the workers had group insurance schemes and in one case a sick benefit plan was reported.

TABLE 13.—OVERTIME RATES OF PAY FOR FACTORY EMPLOYEES IN THE MEN'S SHIRT INDUSTRY, 1948

Overtime Rates by Region	After Daily Hours		Only After Weekly Hours		Sundays		Holidays	
	Monday to Saturday							
	Factories	Workers	Factories	Workers	Factories	Workers	Factories	Workers
Total Factories and Workers...	20	2,457	15	1,512	35	3,969	35	3,969
<i>Time and One-Half</i>								
Canada.....	(1)9	1,584	15	1,512	7	1,160	10	1,346
Quebec.....	3	398	10	1,233	6	1,108	5	740
Ontario.....	6	1,186	5	279	1	52	5	906
<i>Double Time</i>								
Canada.....					3	561	5	1,077
Quebec.....							2	420
Ontario.....					3	561	3	657
<i>No Premium Pay (2)</i>								
Canada.....	11	873			25	2,248	20	1,546

(1) Includes one factory (96 workers) paying regular rates for overtime work on Saturday.  
(2) Includes factories paying straight time or not reporting overtime policy.

TABLE 14.—VACATIONS WITH PAY FOR FACTORY EMPLOYEES IN THE MEN'S SHIRT INDUSTRY, 1948

Length of Service Required	Initial Vacation		Maximum Vacation			
	One Week		One Week		Two Weeks	
	Factories	Workers	Factories	Workers	Factories	Workers
<i>One Year (1)</i>						
Canada.....	35	3,969	24	1,657		
Quebec.....	21	2,424	15	1,105		
Ontario.....	14	1,545	9	552		
<i>Two to Three and One-Half Years</i>						
Canada.....					8	1,356
Quebec.....					3	363
Ontario.....					5	993
<i>Five Years (2)</i>						
Canada (Quebec Only).....					3	956
Total Factories and Workers.....	35	3,969	24	1,657	11	2,312

(1) Includes two factories (60 workers) with a service requirement of six months.  
(2) Includes one factory (536 workers) with a service requirement of ten years.

An analysis of the current employment situation prepared by the Economics and Research Branch, Department of Labour on the basis of returns from the National Employment Service, reports from the Dominion Bureau of Statistics, and other official information.

## EMPLOYMENT CONDITIONS DURING DECEMBER, 1949

*Unemployment during December was rising as the winter season advanced. The number of jobless workers was appreciably higher than at this time last year in a number of areas, especially in the Maritime and Quebec regions. This reflected, among other things, the sharp decline in logging operations this year. A greater proportion of the unemployed than ever before have been benefiting from unemployment insurance during the past few months.*

Employment declined slightly and unemployment rose as the usual winter climatic conditions came into effect throughout the country. By the end of December most outdoor work had come to a stop, and lay-offs followed in the construction, fishing, water and highway transportation, agriculture and railway industries. In addition, activity slackened in food processing plants and, apart from Christmas operations, in trade establishments. Out of a labour force of about 5,200,000 workers, some 323,000 persons were registered for work at National Employment Service offices at January 12. Not all of these applicants were seasonal workers, however. Some had been unable to obtain winter jobs in logging this year. This was particularly so in the Quebec and Maritime regions and in the Lakehead district in Ontario. Others had been laid off from manufacturing plants, such as the shipbuilding and textile industries.

The unusual winter weather experienced in Canada this season also had a disturbing effect on employment. Mild weather in Eastern Canada held up logging operations and the resulting lack of snow meant that the usual snow removal jobs did not materialize. Low temperatures, high snowfalls and flash floods in some areas of British Columbia seriously affected employment in logging, construction and sawmill industries. Current unemployment increases have been concentrated to a great extent in localized areas, however. The over-all buying power of the Canadian worker continues high and again retailers in Canada reported a record value of Christmas sales.

### Industrial Analysis

Hauling operations in the eastern Canada **logging** industry were held up this season by lack of snow and mild weather, although

cutting was generally completed during December. As well, about one-quarter of the loggers usually go home for a few days at Christmas. These factors together with a general reduction in cutting operations, combined to keep year-end activity in the bush at a low level. It was estimated that employment was about one-third less than in the 1948-9 season.

Surpluses of labour continued to exist in all logging areas. The demand for workers was slight and easily filled locally. About 1,500 loggers in the East were registered as unplaced at National Employment Service offices at December 1, with many others contacting the operators directly in search of work. Wages offered were usually about the same as last year, although a few areas reported a drop in the wage level.

In British Columbia, heavy snowfalls aggravated existing snow conditions, making work in the woods almost impossible. Unemployment among loggers was heavy during December, with entire staffs being laid off in some companies. Some operations were re-opened in January but in many cases the shutdown will continue during February and March. As in the East, employment this winter has been below 1948-9 levels. The Dominion Bureau of Statistics employment index at November 1, 1949 (June 1, 1941=100) was 154.0 compared to 187.0 at November 1, 1948.

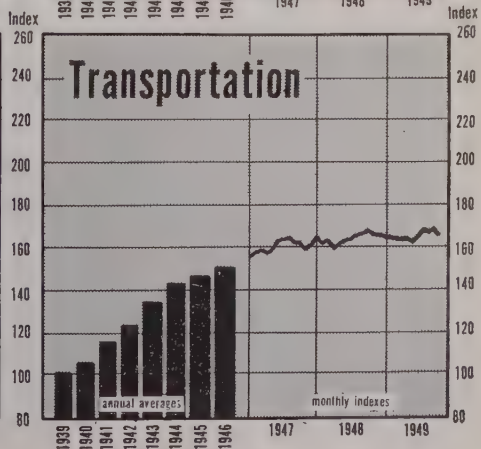
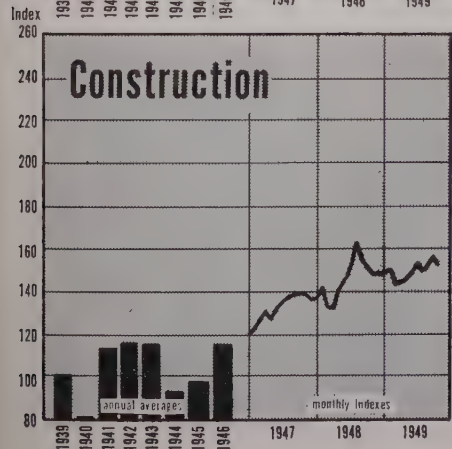
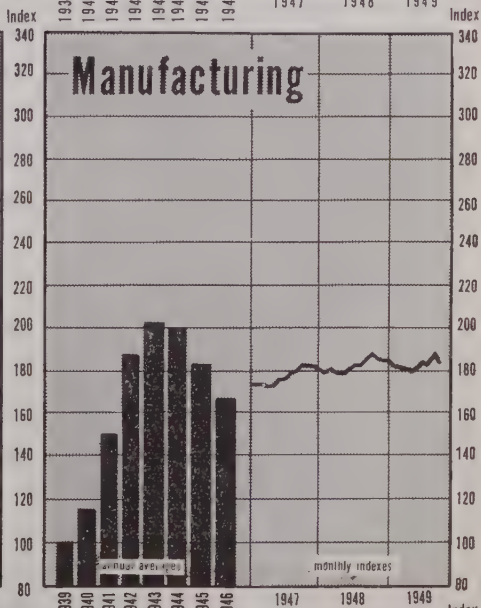
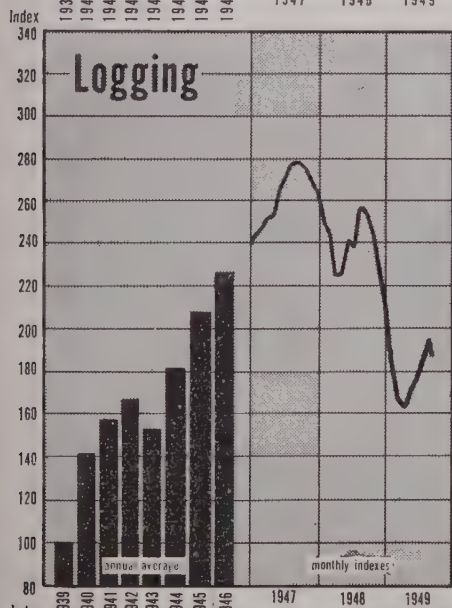
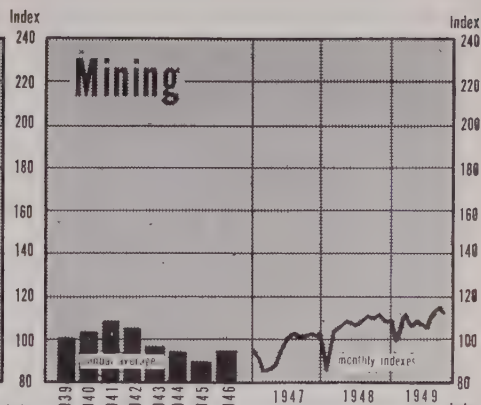
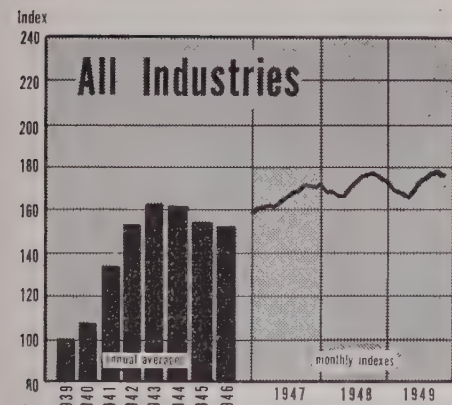
Employment in **mining**, which totalled 87,000 at November 1, was at its highest point since 1941. The Dominion Bureau of Statistics index of mining employment at that date was 184.9 (1926=100), as against 181.5 one year previous. Demand for additional workers was not strong at the end of the year, although fully experienced men were generally readily placed in employment. Labourers were in ample supply with little demand.



# EMPLOYMENT TRENDS IN CANADIAN INDUSTRIES

Average: 1939=100

Seasonally Adjusted



Several factors combined to limit employment expansion during December. Weather conditions brought prospecting and diamond drilling to a halt and stone quarries were also closed for the season. Power shortages curtailed operations in some northern Ontario gold mines. Drilling in western oil fields was held up by lack of transportation facilities and markets. Outside work on the main pipe line from Edmonton to Regina will not get under way until spring.

With a coal shortage resulting from a slowdown in the industry in the United States, coal mining was active on the east coast. Western coal mines were also generally operating at capacity, although some companies in the Edmonton area were on a three-day week. Employment and production were increasing in the Quebec asbestos field, where 2,000 workers in the three major companies had signed a new contract for 1949 and 1950 providing for a 10-cent an hour retroactive wage increase.

A review of the year 1949 shows the expansion which characterized **manufacturing** employment since 1946 giving way to a period of stabilization. Although some segments of the industry were forced to cut staffs during the past year, increases in employment in other groups offset this trend and, on the aggregate, employment remained just fractionally below 1948 levels. Latest data showed employment of paid workers in manufacturing at 1,075,000, or 9,000 below the level one year previously.

A greater irregularity in employment became apparent during 1949. Seasonality was of increasing importance in several industries, notably in the textile division. Short-time and lay-offs also occurred more frequently as output was brought into line with demand.

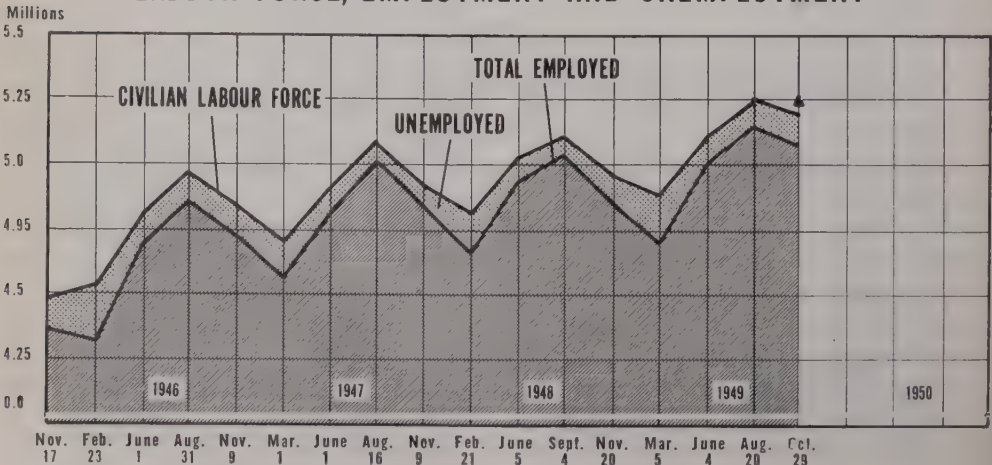
At the year-end, losses in employment in comparison with the previous year, were registered in animal, fur, lumber, tobacco, clay, glass, and stone, non-ferrous metal and iron and steel industries. In the iron and steel industry, which is the largest of the major manufacturing divisions and employs 285,000 workers, a decline was registered at both primary and secondary levels. In the latter group, capital goods industries, such as agricultural implements and shipbuilding, were the most affected.

These losses were almost balanced by gains in other industries, especially in the consumer durable group. Employment in the automobile, electrical apparatus, furniture, leather and furniture industries was above 1948 levels. Gains were also registered in plant products, textiles, chemicals and electric power. A variety of changes were recorded in the textile industries, which now have a labour force of more than 163,000. Employment in woollen and hosiery and knit goods factories is falling off, with cotton also down slightly. On the other hand, silk and clothing establishments have added workers, resulting in a net gain of 2,000 in the textile group.

Employment in **construction** work was tapering off during December, although completion of projects left over from the record billion-dollar construction season in 1949 was expected to maintain a better than average level of employment during the winter. It was probable, however, that about one-third of the peak labour force of 350,000 would not be required in the off-season.

Generally speaking, most first-class tradesmen were at work, but unskilled and semi-skilled labour was feeling the effect of seasonal lay-offs. Rough carpenters, painters,

## LABOUR FORCE, EMPLOYMENT AND UNEMPLOYMENT





cement finishers, bricklayers and workers with similar occupations were hampered by weather conditions, but finishing carpenters were being kept busy on inside work. In railway and highway construction work, seasonal unemployment was also extensive.

Weather was more of a limiting factor than usual in British Columbia, with heavy snowfalls and cold weather halting work during December. A certain amount of employment was provided in repairing damage done by flash floods and heavy rains earlier in the month, however.

Employment in the **transportation** industries has been declining, both seasonally and in comparison with the previous year. Latest data, which referred to November, 1949, give the number employed in all types of transportation work as 369,000, about 20,000 less than the same month in 1948.

Temporary lay-offs occurred in both water transportation and railway transportation during December. Shipping companies had suspended operations with the end of the season and some 1,800 unemployed seamen registered for other work with the National Employment Service. In some sections of the railway industry, staffs were being reduced while other departments were taking on men. Reduction in passenger schedules by the Canadian National Railways resulted in lay-offs in the running trades in January, with the total to be released estimated at 500 by railway officials. Construction crews had finished their season's work and in the mechanical trades in the Montreal and Winnipeg shops 400 men were affected by lay-offs. On the other hand, some rehiring was in progress as a result of heavy holiday business. Snowfalls

early in December resulted in the employment of crews for short periods.

The long-term outlook for the Canadian merchant marine was not bright. The volume and price of cargoes has fallen off in comparison with the immediate postwar period. In part this has been due to a drop in the volume of trade but increased competition from foreign ships has also been an important factor. The subsidization program planned by the Dominion government would enable about 40 ships to keep operating; two years ago the fleet was comprised of 250 vessels. The loss in employment as a result was estimated at approximately 5,000.

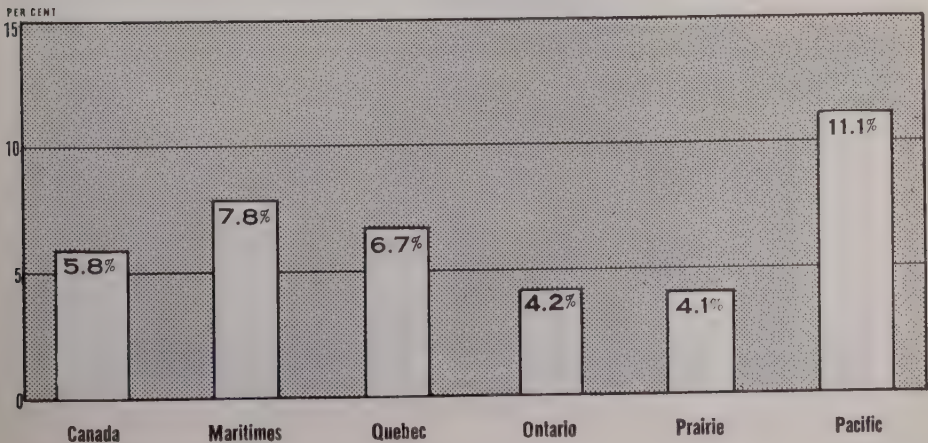
### Regional Analysis

Employment levels in the **Maritime** region declined further during December, as the winter season advanced. Unplaced applicants were at the highest point on record, due largely to the curtailment of woods activity this winter. A further steady seasonal increase in applicants could be expected until March.

The mild weather during the month made it possible to extend building construction in several areas. Work continued on projects nearing completion with skilled tradesmen busy on inside finishing work. In general, however, construction work was over until spring. At that time, jobs should again be plentiful judging from the numerous public and private projects being scheduled.

Activity and employment in the pulpwood cutting industry has been slight because of high inventories at the mills. Most of the winter cut has been com-

## PER CENT OF THE LABOUR FORCE WHO WERE UNPLACED APPLICANTS JANUARY 5, 1950



pleted already. Operators hoped that by next season, operations would be back to normal. The recent United Kingdom allocation of \$2,500,000 for eastern Canadian spruce, for delivery in the first six months of 1950, would stimulate cutting activity in the lumber industry very shortly as inventories of sawn and dried lumber were low.

The 25 per cent cut in Canadian National Railways passenger schedules as a result of coal shortages will have considerable effect on employment in the running trades and a number of lay-offs were expected at Campbellton, Moncton, Halifax, Truro and other points early in January. The new policy of shipping all freight for eastern Newfoundland through Halifax to St. John's will provide extra employment for long-shoremen in both ports.

The unseasonable lack of snow throughout the **Quebec** region curtailed employment in many normal winter occupations. Most widespread in its effect was the reduction in logging employment; the cut was completed in many areas but hauling could not start until snow conditions were suitable. Since logging, usually a major winter industry, has been operating this year well below normal levels of employment, this new development was aggravating regional unemployment.

Manufacturing production showed the customary seasonal fluctuations as many plants closed for two weeks at the holiday season. Labour demand was at a very low level. Employment in secondary textiles was reflecting buyers' resistance. Shoe factories continued to operate below capacity.

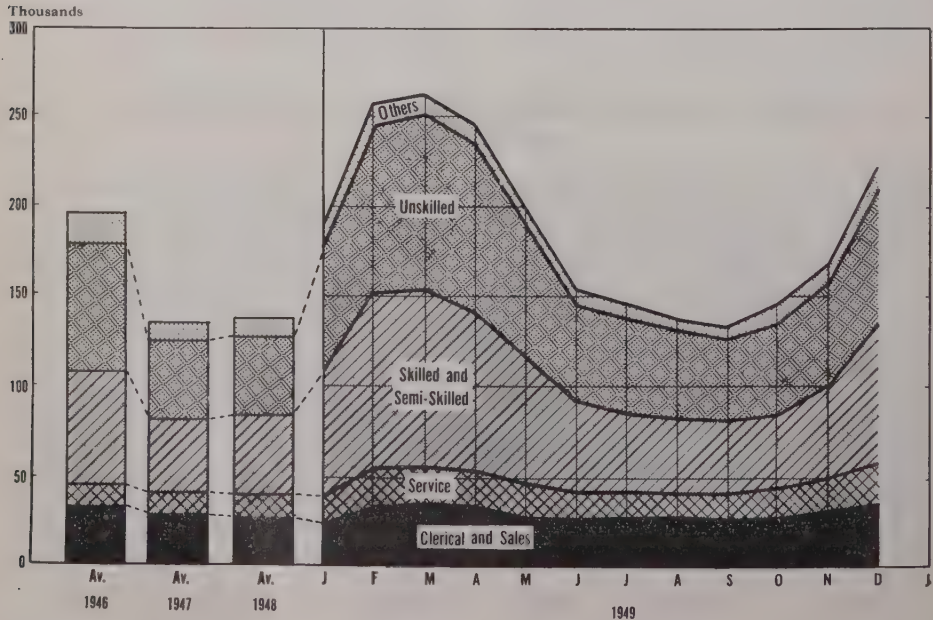
Mining production in western Quebec was steadily increasing. Expansion programs were under way in many cases, creating additional employment on surface jobs, but the local supply of unskilled and semi-skilled workers was sufficient for requirements. Railway crews have been reduced; a cut in railway services as a result of the coal shortage has affected employment substantially. Construction employment was at a low midwinter level.

The nature and diversification of industry in the **Ontario** region has enabled greater stability of employment, even in the seasonally inactive winter months, than elsewhere in Canada. Despite the loss of export markets for some industries, the ability of the domestic market to absorb accumulated surpluses and the continued expansion of new industries, have sustained manufacturing employment.

Where cut-backs in production have been necessary because of lack of orders or materials, it has been observed during

### UNPLACED APPLICANTS BY OCCUPATION

*This chart shows the occupation of job-seekers registered with the National Employment Service. A more detailed classification of the latest figures is given in Table D-3 on page 270.*





December that many employers have resorted to a reduced work week where possible instead of lay-offs. This has greatly lessened the loss of time and wages for their workers.

In the automobile industry of Oshawa, the change-over from the 1949 to 1950 models has caused a short lay-off of some 2,500 workers, scheduled from the first week of January until not later than January 15. In Windsor, employment in the automobile industry and its feeder plants was very uncertain, since raw material supplies were on a day-to-day basis as a result of the recent United States steel and coal strikes.

During December, construction employment declined where weather forced closures, but in general the level was high for the time of year.

The seasonal decline in employment in the *Prairie* region continued during December but conditions, on the whole, were normal for the time of year. In the eastern sections of the region, the curtailment of logging held down the level of employment, but in the western section the oil boom continued to stimulate business.

Reports on woods operations in the Lake-head indicated that cutting was almost completed, and hauling operations have started in some areas; hauling will be general by the middle of January. Some reduction in employment has already occurred and heavy lay-offs will take place shortly.

Meat packing plants seemed to have passed the seasonal peak, and lay-offs have been occurring. Employment in this industry will be reduced steadily in the next two months. Most flour mills reported continuous operations.

Coal mining was progressing well, and demand for certificated miners continued. At Lethbridge, this demand has been eased considerably by bringing in workers, however. Construction was practically at a standstill throughout the region, although inside finishing work was in progress on closed-in projects.

The seasonal problem of unemployment in the *Pacific* region has been more severe this winter than in normal winters, as a result of blizzards and heavy snow. This unusual weather, which also occurred last year and disrupted employment at that time, held up the re-opening of logging camps and sawmills, and adversely affected construction employment.

Logging camps throughout all forest areas have been closed as a result of snow conditions. The opening of high level camps will probably be delayed in some instances for many weeks. Lower level operations,

however, may re-open quickly if rain or higher temperatures occurred to facilitate snow removal. In this case several thousand woods workers will return to work.

There has also been a large surplus of sawmill workers during the past weeks as a result of the weather. Market conditions are firm for this industry, however, and full operations will be resumed when weather permits.

Pulp and paper, coal and base metal mining industries have continued at a high level of employment with no signs of slackening.

## Employment Service Activities

The influx of job-seekers continued strong as the winter reached more advanced stages. During December, Christmas activity provided numerous jobs, but these were mostly filled by students and women workers. Thus, while the number of women unplaced declined slightly during December, the number of men unplaced mounted steadily at a rate of about 14,000 a week. Lay-offs following Christmas and the usual year-end taking of stock, over-hauling machinery and re-tooling added considerable numbers in the last week of December and early January. By January 12, the total number unplaced had reached an unexceeded post-war record of 323,000 (259,000 men and 64,000 women).

Jobs provided by the Christmas trade boosted placements during December to a level above both that of November, 1949 and December, 1948. This year almost all hirings for the postal service were done through the Employment Service. Apart from these temporary jobs, however, vacancies on file had been reduced to an all-time low. One reason for the few jobs reported is the tendency for employers to hire "at the gate" at this time when many jobless workers are contacting employers directly. However, it also reflects the general scarcity of jobs available. This situation has resulted mostly from the curtailment of outdoor activity although also from other factors, such as the dollar difficulties of overseas countries, greater competition in the domestic market and more efficient production techniques.

The seasonal nature of the increase in job-seekers is indicated in the types of workers affected. Up to the beginning of December, 39 per cent of the increase in unplaced applicants occurred in the unskilled group. The skilled and semi-skilled categories this year are showing more rapid increases than in other years, and by the December date accounted for 38 per cent of the rise. In



both classes, the construction occupations showed the most predominate gain. Sales, clerical and service workers, while equal in number to the other major groups, are less affected seasonally and accounted for only 22 per cent of the gain in unplaced applicants. Much of this rise resulted from the registration of students and married women for Christmas work. The chart included in this section shows the month to month changes in these major occupational groups.

Increasing numbers of the applicants are filing claims for unemployment insurance benefits. By the beginning of December, 78 per cent of all applicants were seeking benefits, as against 67 and 63 per cent one month and one year before respectively. These include casual and short-time claimants. Despite the decided increase in unemployment insurance activity over the year—there were 85,000 more persons seeking benefits this year than last at the beginning of December—the claims are remaining on file for approximately the same length of time as in 1948. Just under one-half of all those seeking benefits have been registered

for one to two weeks; about one-quarter have remained on file for two months or over, while the remainder have been registered two weeks to two months.

Of the 172,000 live claims reported at December 1, 20,000 were short-time, casual or postal claims. This latter group is four times greater than at the same period in 1948, which has resulted mostly from the increase in short-time claims. Many firms have adopted the policy of working several days a week or reduced hours rather than close down the plant. In such cases, provision is made under the Unemployment Insurance Act for workers to be compensated for the period of unemployment.

Over 80 per cent of the claims adjudicated during November were entitled to receive benefits. This represented the highest proportion yet recorded. The main disqualification continues to be insufficient contributions which accounted for over one-half of those not entitled to benefit during the month. The number receiving benefits for the mid-week in November totalled 104,000.

## PRICES AND THE COST OF LIVING\*

### Cost-of-Living Index

The Dominion Bureau of Statistics cost-of-living index declined from 161.7 at November 1 to 161.5 at December 1. This marked the fourth consecutive fractional decline from the August peak of 162.8, and placed the index 2.6 points above December 1, 1948. This latest decrease was almost entirely due to the food index which dropped from 203.3 to 201.9. Sharply lower prices for eggs and slight decreases in meats overbalanced considerably higher quotations for coffee. Home furnishings and services registered the only other decrease moving from 167.4 to 167.1, while the clothing index remained unchanged at 183.7. Fuel and light increased 0.1 points to 135.2 and the index of miscellaneous items 0.3 points to 130.5. The results of the November quarterly survey of rents moved the rent index from 123.9 to 125.0.

From August, 1939 to December, 1949 the increase in the cost-of-living index was 60.2 per cent.

### Cost of Living in Eight Cities

Changes in cost-of-living indexes for the eight regional cities were mixed between November 1 and December 1. Food price indexes were lower at all centres, but in certain cities these declines were over-

balanced by rental increases. Indexes for home furnishings and services recorded small decreases, except in Saint John where an advance of 4.7 points reflected an increase in telephone rates. Group indexes for fuel and light, clothing and miscellaneous items all moved narrowly.

Composite city index changes between November 1 and December 1, 1949, were as follows: Edmonton -0.7 to 156.4; Halifax -0.6 to 153.6; Vancouver -0.4 to 161.9; Montreal -0.2 to 164.1; Saskatoon -0.1 to 162.7; Toronto +0.2 to 157.4; Saint John +0.1 to 158.0. The Winnipeg index remained steady at 155.7.

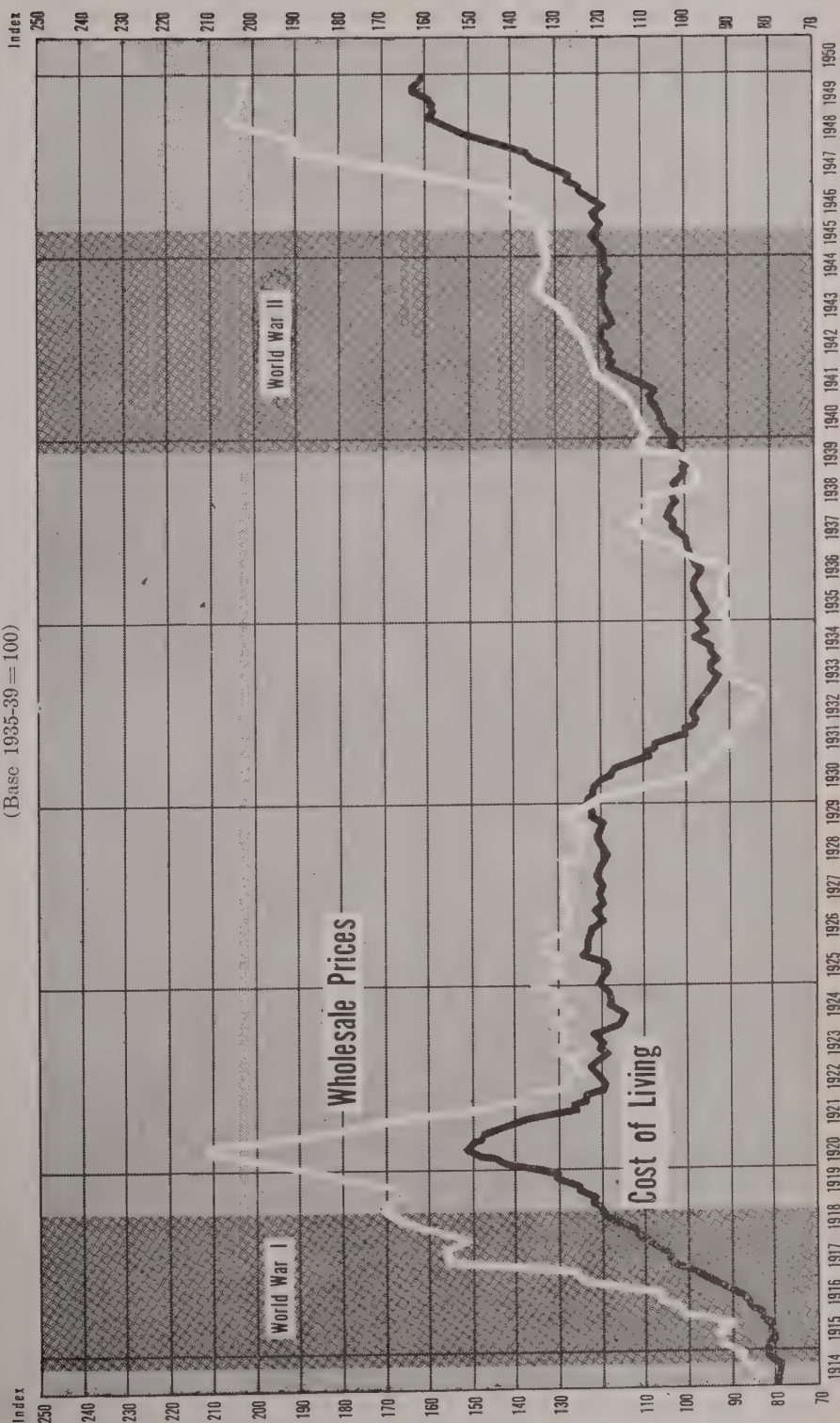
### Wholesale Prices, November, 1949

The wholesale price index recorded a decline of 0.1 to 157.0 between October and November. Three of the eight major groups moved down also, led by a decline of 2.8 to 119.2 for chemical products. Non-metallic minerals receded 0.8 to 138.1 while Animal Products moved down 0.5 to 164.0. Four groups moved higher; Vegetable Products rose 0.4 to 143.0, while Textile Products rose the same amount to 159.3. Increases of 0.2 each were recorded for Iron and Its Products at 173.7 and

\* See Tables F-1 to F-6.

# COST OF LIVING AND WHOLESALE PRICES IN CANADA FROM JANUARY 1914 TO DATE

(Base 1935-39 = 100)



Non-ferrous Metals at 141.4. Wood, Wood Products and Paper remained unchanged at 188.1. Among the more important commodities to show a decrease between October and November were Rice 25.5 per cent, Arsenious Oxide 19.1 per cent, Lemons 16.3 per cent, Corn Meal 16.0 per cent, Lard 15.9 per cent, Quebracho Extract 15.8 per cent, Oranges 15.6 per cent, Eggs 12.8 per cent, English China Ware 11.1 per cent, Corn (Ontario, Yellow) 10.2 per cent, Zinc Sheet 7.4 per cent. Commodities recording increases during the same interval were as follows: Green Coffee 54.5 per cent, Sheep Skins 26.3 per cent, Cocoa Beans 18.7 per cent, Coconut Oil 12.7 per cent, Sulphate of Ammonia 12.0 per cent, Calf Skins 10.0 per cent, Lamb Carcass 7.5 per cent, Cedar Shiplap 5.9 per cent, Superphosphate 5.2 per cent.

The index of Canadian farm products was unchanged in November from 145.0. A decline of 0.4 to 122.6 for Field Products was balanced by an increase of 0.8 to 182.5 for Animal Products.

### World Price Movement in First Half of 1949

Living costs moved higher in most countries during the first half of 1949, while reductions predominated in the levels of wholesale prices. In the majority of countries, advances in cost-of-living indexes were not over five per cent, while declines in wholesale prices ranged up to eight per cent.

Improved supplies of certain commodities permitted the decrease or discontinuance of subsidies in some countries, and a number of prices reacted buoyantly. Exchange diffi-

culties still plagued world markets, although further attempts were made to lower barriers and promote a better balance of trade between countries.

The consumers' price index of the United States moved within narrow limits to show a net decline of one per cent for the six months, foods being little changed, but sizeable reductions occurring in clothing and housefurnishings. The cost-of-living index for the United Kingdom rose by one per cent in the same interval. Subsidy payments on some important articles of food were reduced, and the rationing of clothing and all kinds of textiles ended March 15. Living costs were one per cent higher in Canada, with increases fairly widespread, while in Australia and South Africa they were up five per cent and three per cent, respectively. In France a higher point was touched in January by the index of retail prices in Paris, but by June it had dropped by slightly over 10 per cent.

In the case of wholesale prices, the index for France declined eight per cent; Italy seven per cent; Belgium, seven per cent; Switzerland and the United States, five per cent; and Canada, two per cent. All groups included in the United States index moved lower, as chemicals and drugs led the way with a 10 per cent decrease. Among the countries in which wholesale prices advanced, the index for Peru rose over 32 per cent; Chile, eight per cent; the United Kingdom, five per cent; Mexico, four per cent; South Africa, four per cent; and Australia, two per cent. In the United Kingdom, the index remained fairly steady through March, but mounted sharply in April, and again in May with a fractional increase in June establishing a high for this index.

## STRIKES AND LOCKOUTS\*

### Canada, December, 1949

Industrial disputes between workers and employers which resulted in work stoppages declined during 1949, as compared with 1948, the number, 127, being the lowest recorded for any year since 1939. The workers involved showed an increase of 5,000 over the previous year, and the time loss was greater by 175,000 days. Preliminary figures for 1949 show 127 strikes and lockouts, involving 47,973 workers, with a time loss of 1,060,338 man-working days, as compared with 154 strikes and lockouts in 1948, with 42,820 workers involved and a loss of 885,793 days. In 1946, the peak year, there were 228 strikes and lockouts, with

139,474 workers involved and a loss of 4,516,393 days.

In 1949, about 70 per cent of the total loss was caused by four work stoppages, involving asbestos miners and mill workers in various centres in Quebec, railway car factory workers at Hamilton, Ont., lithographers in various centres in Ontario and Quebec, and motor vehicle factory workers at Oshawa, Ont.

The demand for increased wages, often linked with questions involving unionism and working conditions, was an important

\* See Tables G-1 and G-2.



issue in more than 60 per cent of the strikes and lockouts, involved 55 per cent of the workers, and caused over 80 per cent of the total time lost.

The month of December, 1949, followed the usual trend at this season of the year. Only five strikes commenced during the month and a total of 13 were in existence, involving 3,041 workers, with a time loss of 23,667 days, as compared with 20 strikes and lockouts in November, 1949, with 8,904 workers involved and a loss of 135,526 days. In December, 1948, there were 12 strikes and lockouts, with 2,566 workers involved and a loss of 20,765 days.

Based on the number of non-agricultural wage and salary workers in Canada, the time lost in 1949 was 0.11 per cent of the estimated working time, as compared with 0.09 per cent in 1948; 0.26 per cent in 1947; 0.50 per cent in 1946; 0.03 per cent in December, 1949; 0.17 per cent in November, 1949; and 0.03 per cent for December, 1948.

Of the 13 strikes recorded for December, 1949, one was settled in favour of the

employer, five were compromise settlements, and five were indefinite in result, work being resumed pending final settlement. At the end of the year two strikes were recorded as unterminated, namely, department store clerks at New Westminster, B.C., and fishermen at Burin, Newfoundland.

The record does not include minor strikes such as are defined in another paragraph nor does it include strikes about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes of this nature which are still in progress are: compositors, etc., at Winnipeg, Man., which commenced on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; and textile products factory workers at St. Lambert, P.Q., August 29, 1949. The strikes of coal miners, Edmonton district, Alta., January 13, 1948, and of optical lens factory workers at Edmonton, Alta., April 9, 1949, are considered to have lapsed.

## Great Britain and Other Countries

The latest available information as to strikes and lockouts in various countries is given in the *LABOUR GAZETTE* from month to month. Statistics given in the annual review issued as a supplement to the *LABOUR GAZETTE* for April, 1949, and in this article are taken, as far as possible, from the government publications of the countries concerned.

### Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in October, 1949, was 110 and 12 were still in progress from the previous month, making a total of 122 during the month. In all stoppages of work in progress in the period there were 14,300 workers involved and a time loss of 60,000 working days was caused.

Of the 110 disputes leading to stoppages of work which began in October, eight, directly involving 1,000 workers, arose out of demands for advances in wages, and 36, directly involving 3,600 workers, on other wage questions; six, directly involving 400 workers, on questions as to working hours; 23, directly involving 2,500 workers, on questions respecting the employment of partic-

ular classes or persons; 31, directly involving 3,600 workers, on other questions respecting working arrangements; and four, directly involving 800 workers, on questions of trade union principle. Two stoppages, directly involving 100 workers, were in support of workers involved in other disputes.

### Australia

Figures for the first quarter of 1949, show 308 industrial disputes with 76,335 workers directly involved and a time loss, for workers directly and indirectly involved, of 272,781 man-working days.

For the fourth quarter of 1948, the figures were 162 industrial disputes, 69,981 directly involved workers and a time loss of 325,383 working days for workers indirectly as well as directly involved. During the year 1948 there were 1,133 industrial disputes involving 298,913 workers directly. The time loss given was 1,655,338 man-working days for all workers, whether directly or indirectly involved.

### United States

Preliminary estimates prepared by the United States Bureau of Labor Statistics, for the year 1949, show 3,600 strikes and lockouts involving about 3,100,000 workers and causing a time loss of 53,000,000 man-days. Comparable figures for 1948, are 3,419 strikes and lockouts with 1,960,000 workers involved and a time loss of 34,100,000 days.

# SELECTED PUBLICATIONS RECEIVED RECENTLY IN LIBRARY OF DEPARTMENT OF LABOUR\*

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed, free of charge, by making application to the Librarian, Department of Labour, Ottawa. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE. Students must apply through the library of their institution.

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4. ALYNSKY, SAUL D. *John L. Lewis*; an unauthorized biography. New York, G. P. Putnam's Sons, 1949. Pp. 387.

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## Collective Bargaining

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TABLE I.—STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA

	1949		1948	1946	1943	1939
	Dec.	Nov.	Nov.	Nov.	Nov.	Nov.
<b>Labour Force—</b>						
Civilian labour force (1).....000		5,200	4,964	4,848	†	†
Employed (1).....000		5,053	4,858	4,733	†	†
Male (1).....000		3,967	3,835	3,700	†	†
Female (1).....000		1,086	1,023	1,033	†	†
Paid workers (1).....000		3,580	3,441	3,278	†	†
Unemployed (1).....000		147	106	115	†	†
Index of employment (2).....	201.5	202.0	203.6	182.1	188.7	123.6
Unemployment in trade unions (2).....%		2.2	1.0	1.0	0.3	9.1
Immigration.....No.		6,352	11,129	4,025	718	763
Adult males.....No.		2,430	3,888	1,043	162	230
<b>Earnings and Hours—</b>						
Total labour income.....\$000,000		661	632	481	†	†
Per capita weekly earnings.....\$	43.82	43.80	42.15	33.33	31.59	†
Average hourly earnings.....cents		99.5	95.5	72.9	†	†
Average hours worked per week.....		42.8	43.1	42.4	†	†
Average real weekly earnings; index (4).....		107.7	105.5	99.5	†	†
<b>National Employment Service—</b>						
Unplaced applicants (5).....000	220.8	164.0	101.8	134.1	†	†
Unfilled vacancies (5).....000	28.1	65.0	51.2	134.2	†	†
Placements, weekly average.....000	12.5	11.0	13.4	18.0	†	†
<b>Unemployment Insurance—</b>						
Claims.....000		105.9	55.4	57.0	1.3	†
Balance in fund.....\$000,000		554.0	509.2	351.3	164.3	†
<b>Price Indexes—</b>						
Wholesale (6).....	156.8	157.0	159.4	111.6	102.4	80.4
Cost of living (6).....	161.5	161.7	159.6	127.1	119.4	103.8
Residential building materials (6).....	226.3	226.3	229.2	157.1	(10) 139.1	(10) 102.3
<b>Production—</b>						
Industrial production index (6).....		184.5	185.1	165.6	200.0	120.7
Mineral production index (6).....		137.6	132.3	104.1	109.4	120.0
Manufacturing index (6).....		192.9	197.2	177.6	221.3	121.7
Electric power.....000,000 k.w.h.	4,040	3,914	3,634	3,567	3,461	2,602
<b>Construction—</b>						
Contracts awarded.....\$000,000		117.2	83.0	48.0	14.1	12.7
Dwelling units, started.....000		8.4	7.8	†	†	†
Completed.....000		8.7	9.7	(8) 67.3	†	†
Under construction.....000		60.7	61.1	†	†	†
Pig iron.....000 tons		157.3	166.8	163.3	142.2	87.8
Steel ingots and castings.....000 tons		259.7	278.0	256.5	259.4	147.2
Inspected slaughtering, cattle.....000	112.7	168.5	188.4	216.5	113.0	97.1
Hogs.....000	521.2	537.8	410.2	442.2	890.9	476.8
Flour production.....000 bbl.	1.63	1.95	1.94	2.52	2.18	1.96
Newsprint.....000 tons	414.9	436.8	405.9	364.3	256.3	288.7
Cement, producers' shipments.....000,000 bbl.		1.4	1.3	0.9	0.5	0.4
Automobiles and trucks.....000	25.9	19.7	26.5	19.1	14.2	16.8
Gold.....000 fine oz		361.7	311.3	231.3	267.7	425.0
Copper.....000 tons		22.0	20.2	17.5	23.8	26.4
Lead.....000 tons		13.5	16.0	11.2	17.3	17.2
Nickel.....000 tons		9.7	12.8	8.8	11.6	9.5
Zinc.....000 tons		24.9	21.0	18.4	23.5	14.8
Coal.....000 tons	1,796	2,087	1,888	1,580	1,445	1,719
<b>Distribution—</b>						
Wholesale sales index, unadjusted (6).....		306.7	316.2	257.2	172.2	115.6
Retail sales.....\$000,000		661.3	650.0	†	†	†
Imports, excluding gold.....\$000,000		239.6	238.2	198.2	160.3	84.6
Exports, excluding gold.....\$000,000	285.5	202.3	293.6	232.2	289.9	97.2
<b>Railways—</b>						
Revenue freight, ton miles.....000,000		5,231	5,622	5,268	5,688	3,371
Car loadings, revenue freight.....000	261.8	327.1	342.8	321.3	294.0	228.0
<b>Banking and Finance—</b>						
Common stocks, index (6).....	117.9	118.2	117.8	102.5	79.6	94.4
Preferred stocks, index (6).....	150.7	150.0	144.6	154.7	115.3	108.7
Bond yields, Dominion, index (6).....	90.3	89.2	95.7	85.0	97.3	108.4
Cheques cashed, individual accounts.....\$000,000	8,396	8,540	8,022	7,209	5,913	2,930
Bank loans, current, public.....\$000,000		2,250	2,129	1,431	1,201	1,735
Money supply.....\$000,000		4,376	4,327	3,950	(9) 3,153	(9) 1,378
Circulating media in hands of public.....\$000,000		1,168	1,169	1,107	(9) 990	(9) 281
Deposits.....\$000,000		3,208	3,158	2,843	(9) 1,877	(9) 1,089

NOTE.—Many of the statistical data in this table are included in the *Canadian Statistical Review* issued by the Dominion Bureau of Statistics.

† Comparable statistics are not available. (1) Labour Force survey figures given are as of October 29, 1949, Nov. 20, 1948 and August 31, 1946. (2) Base 1926=100. (3) Figures are as at end of quarter ending Sept. 30, 1949, 1948, 1946, 1943 and 1939 respectively. (4) Real earnings computed by dividing index of average weekly earnings of wage-earners in manufacturing by the cost-of-living index; base: average for 1946=100. (5) First of month. (6) Base 1935-1939 = 100. (7) Figures are for four week periods. (8) Annual figures; monthly not available. (9) Year-end figures. (10) Annual index.



## A—Labour Force

**TABLE A-1.—IMMIGRATION OF ADULT MALES, ADULT FEMALES, AND CHILDREN TO CANADA**

(SOURCE: Department of Mines and Resources, Immigration Branch)

Date	Adult Males	Adult Females	Children Under 18	Total
Annual Average, 1920-24.....	55,416	34,803	20,315	110,534
Annual Average, 1924-29.....	74,447	37,345	30,517	142,309
Annual Average, 1930-34.....	12,695	12,145	11,117	35,957
Annual Average, 1935-39.....	3,564	5,834	5,054	14,452
Annual Average, 1940-44.....	3,767	6,674	4,010	14,451
1945—Total.....	4,259	11,620	6,843	22,722
1946—Total.....	9,934	40,818	20,967	71,719
1947—				
January.....	809	1,443	508	2,760
February.....	831	1,257	489	2,577
March.....	947	1,212	513	2,672
April.....	1,112	1,295	509	2,916
May.....	1,626	2,073	889	4,588
June.....	1,989	2,456	1,455	5,900
July.....	2,291	1,876	942	5,109
August.....	3,014	2,220	1,052	6,286
September.....	3,739	2,151	1,339	7,229
October.....	4,264	3,200	1,477	8,941
November.....	3,635	2,734	1,241	7,610
December.....	3,024	2,870	1,645	7,539
Total.....	27,281	24,787	12,059	64,127
1948—				
January.....	2,986	2,794	1,468	7,248
February.....	2,234	1,904	1,071	5,209
March.....	4,184	3,963	2,472	10,619
April.....	4,630	3,008	1,778	9,416
May.....	4,141	3,076	2,243	9,460
June.....	7,382	4,747	3,194	15,323
July.....	4,770	4,004	2,329	11,103
August.....	4,995	3,616	2,347	10,958
September.....	4,383	4,755	2,733	11,871
October.....	4,920	5,405	2,758	13,083
November.....	4,473	4,238	2,418	11,129
December.....	3,888	3,681	2,426	9,995
Total.....	52,986	45,191	27,237	125,414
1949—				
January.....	2,884	2,845	1,720	7,449
February.....	2,797	2,342	1,509	6,648
March.....	3,690	3,104	2,374	9,168
April.....	4,242	2,910	1,940	9,092
May.....	3,987	2,963	2,234	9,184
June.....	5,012	3,770	3,185	11,967
July.....	4,455	3,543	2,618	10,616
August.....	3,057	2,855	1,939	7,851
September.....	1,706	1,494	974	4,174
October.....	2,831	2,907	1,814	7,552
November.....	2,430	2,389	1,533	6,352
Total (11 months 1949).....	37,091	31,122	21,840	90,053
Total (11 months 1948).....	49,098	41,510	24,811	115,419

## A-2.—DISTRIBUTION OF ALL IMMIGRATION BY REGION

(SOURCE: Department of Mines and Resources, Immigration Branch)

Month	Maritime	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Total
1946—Total.....	8,656	9,712	29,604	15,097	8,650	71,719
1947—Total.....	3,765	8,272	35,543	7,909	8,638	64,127
1948—						
January.....	279	1,819	3,666	726	758	7,248
February.....	166	1,214	2,566	591	672	5,209
March.....	333	2,093	5,272	1,655	1,266	10,619
April.....	310	1,361	5,259	1,471	1,015	9,416
May.....	371	1,326	4,969	1,725	1,069	9,460
June.....	433	2,643	7,366	3,610	1,271	15,323
July.....	394	2,194	5,612	1,983	920	11,103
August.....	419	1,784	5,868	1,888	999	10,958
September.....	453	2,878	4,953	2,580	1,007	11,871
October.....	663	2,840	5,915	2,516	1,149	13,083
November.....	366	2,384	5,170	2,173	1,036	11,129
December.....	371	2,151	5,005	1,634	834	9,995
Total.....	4,558	24,687	61,621	22,552	11,996	125,414
* 1949—						
January.....	211	1,542	3,770	1,319	607	7,449
February.....	183	1,167	3,983	823	492	6,648
March.....	243	1,475	4,669	2,090	691	9,168
April.....	202	1,576	4,569	2,071	674	9,092
May.....	306	1,936	4,653	1,464	825	9,184
June.....	354	1,907	6,088	2,636	982	11,967
July.....	318	2,104	5,457	1,890	847	10,616
August.....	212	1,657	3,846	1,436	700	7,851
September.....	145	1,083	1,937	625	384	4,174
October.....	259	1,479	3,654	1,501	659	7,552
November.....	242	1,231	3,336	915	628	6,352
Total (11 months 1949).....	2,675	17,157	45,962	16,770	7,489	90,053
Total (11 months 1948).....	4,187	22,536	56,616	20,918	11,162	115,419

## TABLE A-3.—DISTRIBUTION OF MALE IMMIGRANTS BY OCCUPATION

(SOURCE: Department of Mines and Resources, Immigration Branch)

Month	Agriculture	Unskilled and Semi-Skilled	Skilled	Trading	Others Including Mining	Total
1946—Total.....	1,069	1,226	2,962	2,429	2,248	9,934
1947—Total.....	4,174	7,363	8,546	4,211	2,987	27,281
1948—						
January.....	468	529	1,195	342	452	2,986
February.....	356	462	763	270	383	2,234
March.....	1,241	685	1,248	446	564	4,184
April.....	959	1,728	1,058	379	506	4,630
May.....	1,151	1,306	925	357	402	4,141
June.....	3,130	1,570	1,568	395	719	7,382
July.....	2,346	556	1,030	368	470	4,770
August.....	1,936	1,193	1,039	356	471	4,995
September.....	1,568	627	1,433	358	397	4,383
October.....	2,077	645	1,463	405	330	4,920
November.....	1,794	565	1,215	364	535	4,473
December.....	1,344	550	1,094	305	595	3,888
Total.....	18,370	10,416	14,031	4,345	5,824	52,986
1949—						
January.....	1,137	427	801	243	276	2,884
February.....	1,386	414	589	231	177	2,797
March.....	1,818	544	845	278	205	3,690
April.....	2,055	650	891	285	361	4,242
May.....	2,164	538	777	268	240	3,987
June.....	2,535	889	1,020	285	283	5,012
July.....	2,063	700	803	288	601	4,455
August.....	1,405	496	586	236	334	3,057
September.....	440	189	393	203	481	1,706
October.....	1,173	423	641	241	353	2,831
November.....	926	440	593	260	211	2,430
Total (11 months 1949).....	17,102	5,710	7,939	2,818	3,522	37,091
Total (11 months 1948).....	17,026	9,866	12,937	4,040	5,229	49,098

## B—Labour Income

**TABLE B-1.—MONTHLY ESTIMATES OF CANADIAN LABOUR INCOME**

(\$ Millions)

	Agriculture, Logging, Fishing, Trapping, Mining	Manu- facturing	Construc- tion	Utilities, Trans- portation, Communi- cation, Storage, Trade	Finance, Services (including Government)	Supple- mentary Labour Income	Total
1938—Average.....	22	59	9	56	59	5	209
1939—Average.....	23	62	8	57	59	5	215
1940—Average.....	27	77	11	63	62	5	245
1941—Average.....	29	107	16	73	67	8	299
1942—Average.....	30	143	18	80	73	10	354
1943—Average.....	31	169	18	86	78	13	395
1944—Average.....	33	172	13	95	83	13	409
1945—Average.....	35	156	15	101	90	13	410
1946—Average.....	42	146	24	114	103	14	443
1947—Average.....	50	175	33	133	113	17	518
1947—October.....	54	186	41	139	116	17	554
November.....	56	190	38	142	116	18	561
December.....	55	189	31	143	116	17	550
1948—January.....	52	187	30	139	119	18	543
February.....	52	193	29	139	116	18	548
March.....	47	189	28	140	120	19	544
April.....	43	194	34	142	121	18	551
May.....	47	195	37	147	125	18	570
June.....	51	201	43	150	130	20	595
July.....	53	201	48	153	130	20	606
August.....	55	204	48	157	130	20	614
September.....	57	220	48	185	130	22	663*
October.....	57	213	48	164	130	21	633
November.....	56	214	46	166	130	21	632
December.....	52	211	39	164	129	21	614
1949—January.....	49	211	35	159	133	20	607
February.....	47	213	34	159	131	20	605
March.....	42	214	35	161	134	20	606
April.....	40	213	39	163	134	19	610
May.....	46	209	42	166	138	20	622
June.....	51	216	46	170	141	20	645
July.....	51	214	49	172	142	21	649
August.....	55	218	51	172	139	23	658
September.....	54	220	53	174	138	22	662
October.....	53	219	52	175	141	22	663

\* Includes retroactive wage payments to railway system employees.

All totals are rounded to the nearest million independently. Therefore, the final total does not necessarily agree with the sum of the individual estimates.



## C—Employment, Hours and Earnings

**TABLE C-1.—EMPLOYMENT AND EARNINGS BY PROVINCE, CITY AND INDUSTRY**

(The latest figures are subject to revision).

SOURCE: *The Employment Situation*, D.B.S.

Tables C-1 to C-5 are based on reports from employers having 15 or more employees—At November 1, 20,712 employers in the eight leading industries reported a total employment of 2,109,661 and total payrolls of \$92,359,724

Geographical and Industrial Unit	Average Weekly Salaries and Wages at			Index Numbers Based on June 1, 1941 as 100 p.c.								
				Employment			Payrolls					
	Nov. 1, 1949	Oct. 1, 1949	Nov. 1, 1948	Nov. 1, 1949	Oct. 1, 1949	Nov. 1, 1948	Nov. 1, 1949	Oct. 1, 1949	Nov. 1, 1948	Nov. 1, 1949	Oct. 1, 1949	Nov. 1, 1948
	\$	\$	\$									
<b>(a) PROVINCES</b>												
<b>Maritime Provinces</b> .....	<b>37.99</b>	<b>37.53</b>	<b>37.09</b>	<b>125.1</b>	<b>126.0</b>	<b>128.1</b>	<b>216.9</b>	<b>215.7</b>	<b>217.0</b>			
Prince Edward Island.....	33.07	33.86	33.92	157.2	154.9	149.8	238.8	240.9	234.6			
Nova Scotia.....	38.38	37.68	37.05	122.8	124.4	123.7	208.1	206.9	203.1			
New Brunswick.....	37.68	37.53	37.32	127.7	127.5	134.0	231.3	229.8	240.2			
<b>Quebec</b> .....	<b>41.81</b>	<b>41.77</b>	<b>40.33</b>	<b>128.0</b>	<b>126.8</b>	<b>131.7</b>	<b>223.4</b>	<b>221.2</b>	<b>221.5</b>			
<b>Ontario</b> .....	<b>45.25</b>	<b>45.00</b>	<b>43.49</b>	<b>129.2</b>	<b>129.7</b>	<b>129.3</b>	<b>216.0</b>	<b>215.6</b>	<b>207.4</b>			
<b>Prairie Provinces</b> .....	<b>44.28</b>	<b>44.02</b>	<b>42.80</b>	<b>144.3</b>	<b>144.9</b>	<b>140.5</b>	<b>241.3</b>	<b>240.9</b>	<b>227.2</b>			
Manitoba.....	43.58	43.81	42.38	139.0	139.2	135.2	228.9	230.4	216.2			
Saskatchewan.....	42.48	42.48	40.80	134.4	134.1	131.8	219.9	219.5	207.6			
Alberta.....	46.09	45.08	44.39	157.5	159.3	153.2	271.3	268.3	254.3			
<b>British Columbia</b> .....	<b>46.95</b>	<b>46.38</b>	<b>44.99</b>	<b>154.6</b>	<b>157.1</b>	<b>157.3</b>	<b>255.0</b>	<b>256.0</b>	<b>248.4</b>			
<b>CANADA</b> .....	<b>43.78</b>	<b>43.55</b>	<b>42.15</b>	<b>132.2</b>	<b>132.4</b>	<b>133.3</b>	<b>224.6</b>	<b>223.8</b>	<b>218.0</b>			
<b>(b) CITIES</b>												
Montreal.....	42.85	42.48	40.97	136.7	136.3	134.8	228.5	225.9	215.2			
Quebec.....	36.23	36.29	35.04	122.6	122.5	123.2	215.6	215.7	204.7			
Toronto.....	45.02	44.68	42.95	135.7	134.3	132.7	228.0	223.9	212.4			
Ottawa.....	38.19	38.41	36.01	131.9	132.8	133.5	217.8	220.6	207.6			
Hamilton.....	46.73	47.22	43.92	126.6	125.8	123.8	214.6	215.6	197.9			
Windsor.....	51.97	52.19	51.38	127.9	130.5	125.4	179.0	183.4	173.1			
Winnipeg.....	39.78	39.85	38.53	141.0	139.6	137.7	220.2	218.3	208.0			
Vancouver.....	44.72	44.87	42.76	161.2	160.9	168.9	270.8	271.1	271.3			
Halifax.....	35.17	35.33	33.95	127.9	130.4	126.3	196.8	201.6	189.0			
Saint John.....	36.05	35.63	33.83	127.0	125.6	125.1	213.8	208.7	197.6			
Sherbrooke.....	37.35	37.35	34.86	116.1	115.0	116.1	208.8	207.0	195.0			
Three Rivers.....	41.42	42.09	41.69	136.2	136.8	140.2	217.4	222.0	225.4			
Brantford.....	43.34	42.73										
Kitchener—Waterloo.....	41.79	41.58	41.00	140.2	139.5	133.0	258.5	255.0	240.5			
London.....	41.76	41.31	39.58	155.2	155.0	151.1	254.9	251.8	235.0			
Port William—Port Arthur.....	47.25	46.50	45.37	80.1	81.4	90.7	144.8	144.8	155.0			
*St. Catharines.....	49.93	49.68										
Regina.....	38.61	39.00	37.14	140.7	137.3	136.4	230.9	227.7	214.5			
Saskatoon.....	38.74	38.35	35.91	155.4	156.0	152.2	274.3	272.5	248.8			
Calgary.....	42.62	42.53	40.58	147.5	148.3	139.9	249.5	250.2	223.9			
Edmonton.....	41.72	41.61	40.24	184.9	181.4	175.8	312.5	305.8	284.3			
Victoria.....	43.45	42.89	39.06	150.7	151.8	146.5	259.4	258.0	228.4			
<b>(c) INDUSTRIES</b>												
<b>Manufacturing</b> .....	<b>45.07</b>	<b>44.84</b>	<b>43.38</b>	<b>122.9</b>	<b>124.2</b>	<b>124.0</b>	<b>213.4</b>	<b>214.4</b>	<b>207.1</b>			
Durable Goods <sup>1</sup> .....	48.12	48.20	46.43	115.4	116.1	118.8	197.8	199.2	195.8			
Non-Durable Goods.....	42.08	41.63	40.36	127.8	129.6	127.2	228.4	229.1	218.9			
Electric Light and Power.....	49.33	48.46	46.84	170.6	172.6	158.1	267.5	266.0	234.0			
<b>Logging</b> .....	<b>38.64</b>	<b>39.73</b>	<b>37.92</b>	<b>139.1</b>	<b>112.9</b>	<b>203.2</b>	<b>267.7</b>	<b>223.3</b>	<b>386.2</b>			
<b>Mining</b> .....	<b>54.04</b>	<b>52.48</b>	<b>51.41</b>	<b>104.3</b>	<b>103.9</b>	<b>102.4</b>	<b>176.5</b>	<b>170.7</b>	<b>164.8</b>			
<b>Communications</b> .....	<b>42.16</b>	<b>41.32</b>	<b>39.11</b>	<b>204.9</b>	<b>206.4</b>	<b>188.0</b>	<b>312.3</b>	<b>308.1</b>	<b>267.1</b>			
<b>Transportation</b> .....	<b>52.58</b>	<b>51.92</b>	<b>51.75</b>	<b>144.5</b>	<b>147.4</b>	<b>146.4</b>	<b>231.8</b>	<b>233.4</b>	<b>231.3</b>			
<b>Construction and Maintenance</b> .....	<b>42.15</b>	<b>41.93</b>	<b>40.62</b>	<b>142.9</b>	<b>145.8</b>	<b>138.6</b>	<b>261.3</b>	<b>265.2</b>	<b>244.6</b>			
<b>Services</b> <sup>2</sup> .....	<b>28.60</b>	<b>28.43</b>	<b>26.85</b>	<b>144.9</b>	<b>146.9</b>	<b>147.4</b>	<b>252.3</b>	<b>254.1</b>	<b>238.9</b>			
<b>Trade</b> .....	<b>37.38</b>	<b>37.31</b>	<b>35.50</b>	<b>152.2</b>	<b>149.6</b>	<b>147.0</b>	<b>238.4</b>	<b>233.9</b>	<b>219.4</b>			
<b>Eight Leading Industries</b> .....	<b>43.78</b>	<b>43.55</b>	<b>42.15</b>	<b>132.2</b>	<b>132.4</b>	<b>133.3</b>	<b>224.6</b>	<b>223.8</b>	<b>218.0</b>			
<b>Finance</b> .....	<b>41.20</b>	<b>41.20</b>	<b>39.08</b>	<b>147.8</b>	<b>147.8</b>	<b>142.7</b>	<b>209.9</b>	<b>209.9</b>	<b>192.0</b>			
<b>Nine Leading Industries</b> .....	<b>43.67</b>	<b>43.46</b>	<b>42.03</b>	<b>132.8</b>	<b>133.0</b>	<b>133.7</b>	<b>224.0</b>	<b>223.2</b>	<b>216.9</b>			

<sup>1</sup> This classification comprises the following:—iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products.

<sup>2</sup> Mainly hotels and restaurants and laundry and dry-cleaning plants.

\* Includes Welland, Thorold and Merriton.

**TABLE C-2.—INDEX NUMBERS OF EMPLOYMENT AND EARNINGS SINCE 1941**

(Base:—June 1, 1941=100)  
(The latest figures are subject to revision)  
SOURCE: *The Employment Situation*, D.B.S.

Year and Month	Eight Leading Industries				Manufacturing			
	Index Numbers of				Index Numbers of			
	Employment	Aggregate Weekly Payrolls	Average Salaries and Wages	Average Salaries and Wages	Employment	Aggregate Weekly Payrolls	Average Salaries and Wages	Average Salaries and Wages
				\$				\$
June 1, 1941.....	100.0	100.0	100.0	\$25.25	100.0	100.0	100.0	\$25.57
Nov. 1, 1945.....	112.1	139.3	126.6	31.95	110.9	139.3	127.6	32.64
Nov. 1, 1946.....	119.6	154.4	132.0	33.33	114.8	147.5	130.8	33.45
Nov. 1, 1947.....	129.5	189.7	149.7	37.79	122.1	181.2	150.6	38.52
Nov. 1, 1948.....	133.3	218.0	166.9	42.15	124.0	207.1	169.7	43.38
Dec. 1, 1948.....	133.8	219.0	167.2	42.23	123.8	208.3	171.0	43.72
Jan. 1, 1949.....	128.4	204.5	162.8	41.10	120.7	196.6	165.4	42.28
Feb. 1, 1949.....	124.8	207.6	170.0	42.92	120.6	205.3	172.7	44.17
Mar. 1, 1949.....	123.7	207.5	171.4	43.27	120.8	206.6	173.6	44.39
Apr. 1, 1949.....	122.9	206.5	171.7	43.35	120.8	207.4	174.2	44.50
May 1, 1949.....	123.8	207.3	171.0	43.19	121.0	207.1	173.8	44.48
June 1, 1949.....	127.4	209.0	167.6	42.32	122.1	203.7	169.4	43.35
July 1, 1949.....	130.5	217.6	170.1	42.96	123.5	209.8	172.4	44.09
Aug. 1, 1949.....	131.3	218.9	170.3	43.01	122.9	208.5	172.2	44.04
Sept. 1, 1949.....	132.4	222.0	171.4	43.27	124.5	212.1	172.9	44.20
Oct. 1, 1949.....	132.4	223.8	172.5	43.55	124.2	214.4	175.4	44.84
Nov. 1, 1949.....	132.2	224.6	173.4	43.78	122.9	213.4	176.3	45.07

**TABLE C-3.—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS**

(Average calendar year 1926=100)  
(The latest figures are subject to revision)  
SOURCE: *The Employment Situation*, D.B.S.

	Canada	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
Nov. 1, 1933.....	91.3	90.2	.....	.....	.....	92.2	91.4	94.6	.....	.....	.....	84.0
Nov. 1, 1934.....	100.2	104.9	.....	.....	.....	98.0	103.6	96.5	.....	.....	.....	94.1
Nov. 1, 1935.....	107.7	111.1	.....	.....	.....	105.0	110.0	108.1	.....	.....	.....	101.8
Nov. 1, 1936.....	111.0	119.4	.....	.....	.....	110.3	112.8	106.0	.....	.....	.....	105.4
Nov. 1, 1937.....	125.2	127.3	83.0	124.9	132.8	130.5	130.4	106.2	99.3	115.9	110.5	111.5
Nov. 1, 1938.....	114.6	112.6	95.0	123.6	100.3	119.7	115.0	108.1	97.6	132.2	108.1	107.5
Nov. 1, 1939.....	123.6	117.9	101.1	126.9	108.1	131.5	124.4	112.7	103.1	124.3	120.0	115.5
Nov. 1, 1940.....	139.2	133.8	134.0	142.4	123.4	148.7	142.5	119.7	110.5	123.5	131.6	126.3
Nov. 1, 1941.....	167.6	179.6	112.8	198.1	160.7	177.1	173.0	136.1	130.1	134.7	146.5	149.4
Nov. 1, 1942.....	183.3	189.0	108.0	214.1	162.6	198.1	185.2	140.2	138.0	135.6	146.6	187.2
Nov. 1, 1943.....	188.7	194.1	121.6	216.3	170.4	206.2	187.4	148.1	142.1	138.8	163.6	193.8
Nov. 1, 1944.....	183.8	187.1	132.3	204.5	168.3	196.7	185.9	148.1	143.9	141.8	158.5	182.5
Nov. 1, 1945.....	171.2	178.2	123.1	193.6	161.8	178.8	170.8	150.6	145.4	145.9	161.7	172.5
Nov. 1, 1946.....	182.7	179.0	139.7	193.7	162.7	189.1	185.1	163.8	157.4	160.9	175.4	182.2
Nov. 1, 1947.....	197.8	193.3	160.4	201.4	184.9	203.7	202.2	170.1	160.7	168.0	185.9	203.1
Nov. 1, 1948.....	203.6	194.9	160.4	207.7	180.8	207.1	208.6	180.3	168.6	167.9	206.1	212.2
Dec. 1, 1948.....	204.3	197.8	156.2	209.9	184.9	207.5	210.4	180.9	169.3	167.0	207.6	206.1
Jan. 1, 1949.....	196.0	177.2	151.8	178.2	177.6	198.2	206.1	173.9	162.4	158.0	201.8	192.4
Feb. 1, 1949.....	190.5	168.2	139.9	172.4	164.7	193.0	202.8	166.7	157.3	146.2	194.4	181.5
Mar. 1, 1949.....	188.9	167.1	139.1	170.3	164.8	190.2	201.8	165.6	156.4	145.9	192.3	179.6
Apr. 1, 1949.....	187.6	167.4	163.0	173.1	160.5	184.8	200.2	166.0	155.4	146.8	194.6	188.8
May 1, 1949.....	189.1	163.3	139.8	170.7	155.2	186.4	200.1	170.5	159.9	153.0	198.0	196.9
June 1, 1949.....	194.5	169.0	151.2	176.4	160.7	194.6	202.4	177.4	163.7	165.1	206.3	204.7
July 1, 1949.....	199.5	187.4	152.8	202.0	176.6	198.0	206.4	181.8	168.0	167.3	212.2	209.1
Aug. 1, 1949.....	200.5	188.9	157.6	203.8	171.7	199.4	205.5	185.6	170.7	169.7	218.6	212.6
Sept. 1, 1949.....	202.1	190.4	165.3	205.7	172.1	199.5	208.3	186.6	171.7	168.9	220.0	215.1
Oct. 1, 1949.....	202.2	192.0	165.9	208.8	172.0	199.5	209.2	185.9	173.6	170.8	214.3	211.9
Nov. 1, 1949.....	201.9	190.7	168.4	206.1	172.3	201.3	208.4	185.1	173.3	171.2	211.9	208.5
Relative Weight of Employment by Provinces and Economic Areas as at Nov. 1, 1949.....	100.0	7.1	2.1	4.2	2.7	29.0	42.0	12.3	5.5	2.4	4.4	9.6

NOTE:—The "Relative Weight", as given just above, shows the proportion of employees in the indicated area, to the total number of all employees reported in Canada by the firms making returns at the date under review.



**TABLE C-4.—EMPLOYMENT AND EARNINGS BY INDUSTRY**

(The latest figures are subject to revision)

SOURCE: *The Employment Situation, D.B.S.*

Industries	Average Weekly Salaries and Wages at			Index Numbers Based on June 1, 1941, as 100 p.c.								
				Employment			Payrolls					
	Nov. 1, 1949	Oct. 1, 1949	Nov. 1, 1948	Nov. 1, 1949	Oct. 1, 1949	Nov. 1, 1948	Nov. 1, 1949	Oct. 1, 1949	Nov. 1, 1948			
	\$	\$	\$									
<b>Manufacturing</b> .....	45.07	44.84	43.38	122.9	124.2	124.0	213.4	214.4	207.1			
Animal products—edible.....	44.58	43.20	42.01	140.1	142.2	142.7	246.1	241.9	238.2			
Fur and products.....	43.59	42.76	40.85	140.8	139.5	143.9	229.3	223.0	219.8			
Leather and products.....	33.24	33.16	32.14	108.5	108.8	105.8	190.5	190.4	179.5			
Boots and shoes.....	31.67	31.91	30.89	106.9	108.9	104.8	190.6	195.7	182.2			
Lumber and its products.....	40.22	40.12	38.54	123.7	125.3	124.2	229.8	232.1	221.8			
Rough and dressed lumber.....	41.44	41.33	39.85	119.2	122.2	117.4	231.7	236.9	220.8			
Furniture.....	39.76	39.83	37.58	160.3	157.6	150.1	234.2	230.6	209.3			
Other lumber products.....	36.28	35.87	35.50	109.8	110.8	128.6	215.8	215.3	242.3			
Plant products—edible.....	37.27	35.55	35.25	158.6	173.4	156.0	261.6	272.7	243.6			
Pulp and paper products.....	60.72	50.36	48.82	140.6	141.0	144.1	240.3	239.4	236.2			
Pulp and paper.....	57.82	56.85	56.96	127.8	130.5	138.3	234.1	235.2	247.5			
Paper products.....	41.43	41.20	38.68	174.4	173.2	167.7	298.2	294.5	267.9			
Printing and publishing.....	47.46	47.50	44.01	143.8	142.0	142.7	228.9	226.2	210.5			
Rubber products.....	45.30	44.87	46.38	123.3	127.6	132.2	238.1	244.2	261.7			
Textile products.....	35.47	35.70	33.78	116.4	115.5	114.9	215.6	215.4	202.8			
Thread, yarn and cloth.....	39.16	39.27	36.21	110.0	108.9	111.7	227.9	226.2	214.1			
Cotton yarn and cloth.....	38.25	38.13	35.39	91.1	89.4	91.9	180.6	176.8	169.2			
Woolen yarn and cloth.....	37.55	37.57	35.36	99.3	99.2	107.4	208.8	208.9	212.8			
Synthetic silk and silk goods.....	41.34	41.95	37.79	152.3	151.4	147.6	340.5	343.4	300.9			
Hosiery and knit goods.....	33.38	33.03	30.47	114.2	112.0	120.4	208.6	202.4	202.5			
Garments and personal furnishings.....	32.27	32.92	31.96	130.7	130.7	121.5	218.9	223.4	201.7			
Other textile products.....	37.68	37.70	36.71	96.6	95.5	97.7	179.8	177.8	173.9			
Tobacco.....	42.22	42.30	39.34	112.9	114.9	117.1	265.5	270.5	256.5			
Beverages.....	48.03	47.78	46.63	170.7	175.7	166.2	276.5	283.2	261.9			
Chemicals and allied products.....	48.52	48.01	45.92	99.2	99.1	97.6	177.0	174.9	166.2			
Clay, glass and stone products.....	46.84	46.49	44.20	145.2	147.3	147.9	276.6	278.4	260.9			
Electric light and power.....	49.33	48.46	46.54	170.6	172.6	158.1	267.5	266.0	234.0			
Electrical apparatus.....	48.88	48.68	45.82	166.3	165.1	165.3	304.1	300.7	283.5			
Iron and steel products.....	49.99	50.35	48.67	106.7	107.3	110.4	175.3	177.5	176.5			
Crude, rolled and forged products.....	53.89	53.17	50.75	134.2	137.1	146.1	196.4	198.1	200.4			
Machinery (other than vehicles).....	48.19	48.20	46.41	109.2	110.5	117.0	183.7	185.9	190.5			
Agricultural implements.....	46.60	48.83	47.76	166.5	166.9	209.8	287.0	301.5	379.1			
Land vehicles and aircraft.....	50.94	52.25	50.90	103.7	104.1	99.1	162.6	167.4	155.3			
Automobiles and parts.....	51.96	55.05	53.13	123.7	124.6	110.6	167.1	178.3	152.9			
Steel shipbuilding and repairing.....	48.80	47.50	47.47	68.9	69.9	95.3	112.1	110.7	151.2			
Heating appliances.....	45.87	45.60	43.73	159.5	155.6	149.8	276.9	268.3	248.0			
Iron and steel fabrication (n.e.s.).....	50.90	50.03	47.40	102.4	102.5	102.0	219.8	216.3	199.3			
Foundry and machine shop products.....	48.78	47.72	47.57	87.5	87.5	96.3	206.8	202.3	204.6			
Other iron and steel products.....	47.78	47.30	45.33	98.9	98.8	100.3	172.4	170.4	167.1			
Non-ferrous metal products.....	50.69	50.02	48.04	112.9	113.6	122.1	212.2	210.8	212.9			
Non-metallic mineral products.....	54.82	53.72	52.40	125.2	128.1	122.1	234.6	235.2	219.4			
Miscellaneous.....	38.34	38.56	35.99	166.9	163.7	144.4	285.3	281.4	265.6			
<b>Logging</b> .....	38.64	39.73	37.92	139.1	112.9	203.2	267.7	223.3	386.2			
<b>Mining</b> .....	54.04	52.48	51.41	104.3	103.9	102.4	176.5	170.7	164.8			
Coal.....	53.71	50.88	50.90	99.0	96.9	99.9	209.0	193.8	199.8			
Metallic ores.....	56.21	55.21	53.42	92.7	92.4	90.0	143.6	140.6	132.5			
Non-metallic minerals (except coal).....	49.09	47.95	47.16	166.0	168.9	161.2	300.7	298.9	280.8			
<b>Communications</b> .....	42.16	41.32	39.11	204.9	206.4	188.0	312.3	308.1	267.1			
Telegraphs.....	45.28	44.96	45.26	126.1	128.0	125.5	224.2	225.8	222.8			
Telephones.....	41.30	40.30	37.82	224.3	225.5	206.0	331.6	325.3	278.9			
<b>Transportation</b> .....	52.58	51.92	51.75	144.5	147.4	146.4	231.8	233.4	231.3			
Street railways, cartage and storage.....	46.90	46.36	44.30	161.4	162.4	157.4	259.6	258.0	239.2			
Steam railway operation.....	58.43	58.05	59.16	134.8	137.6	137.0	217.5	220.5	223.8			
Shipping and stevedoring.....	46.62	44.81	44.35	132.3	138.8	145.5	237.8	239.6	248.7			
<b>Construction and Maintenance</b> .....	42.15	41.93	40.62	142.9	145.8	138.6	261.3	265.2	244.6			
Building.....	45.96	45.92	44.42	187.7	188.8	174.0	301.7	303.1	269.2			
Highway.....	36.64	36.61	35.29	128.0	132.3	128.8	243.0	251.1	236.4			
Railway.....	42.56	41.63	41.86	92.0	95.3	95.9	197.6	200.2	202.3			
<b>Services (as indicated below)</b> .....	28.60	28.43	26.85	144.9	146.9	147.4	232.3	234.1	238.9			
Hotels and restaurants.....	26.41	26.19	25.25	153.5	154.9	155.6	268.1	276.4	259.7			
Personal (chiefly laundries).....	28.88	28.73	29.97	130.6	130.5	134.2	213.2	212.0	211.2			
<b>Trade</b> .....	37.38	37.31	35.50	152.2	149.6	147.0	238.4	233.9	219.4			
Retail.....	34.91	34.88	33.14	148.5	145.3	144.0	236.9	231.4	218.2			
Wholesale.....	43.49	43.24	41.42	165.3	164.5	158.4	241.5	238.9	221.5			
<b>Eight Leading Industries</b> .....	43.78	43.55	42.15	132.2	132.4	133.3	224.6	223.8	218.0			
<b>Finance</b> .....	41.20	41.20	39.08	147.8	147.8	142.7	209.9	209.9	192.0			
Banks and trust companies.....	37.37	37.34	34.85	158.8	158.8	153.4	227.9	227.7	204.7			
Brokerage and stock market operations.....	51.55	50.70	48.28	150.0	149.4	152.8	223.6	219.0	213.7			
Insurance.....	45.82	45.96	44.35	133.6	133.6	128.4	190.5	191.0	177.3			
<b>Nine Leading Industries</b> .....	43.67	43.46	42.03	132.8	133.0	133.7	224.0	223.2	216.9			



**TABLE C-5.—SEX DISTRIBUTION OF PERSONS IN RECORDED EMPLOYMENT**

SOURCE: *The Employment Situation, D.B.S.*

Industries	Nov. 1, 1949				Oct. 1, 1949		Nov. 1, 1948	
	Men	Women	Men	Women	Men	Women	Men	Women
	No.	No.	p.c.	p.c.	p.c.	p.c.	p.c.	p.c.
<b>Manufacturing</b> .....	<b>826,239</b>	<b>249,320</b>	<b>76.8</b>	<b>23.2</b>	<b>76.8</b>	<b>23.2</b>	<b>77.2</b>	<b>22.8</b>
Animal products—edible.....	31,066	7,644	80.3	19.7	79.1	20.9	80.1	19.9
Fur and products.....	2,806	1,555	64.3	35.7	64.4	35.6	63.1	36.9
Leather and products.....	18,723	12,277	60.4	39.6	60.3	39.7	61.0	39.0
Boots and shoes.....	11,114	8,318	57.2	42.8	56.9	43.1	57.5	42.5
Lumber and products.....	76,337	6,652	92.0	8.0	92.1	7.9	91.6	8.4
Rough and dressed lumber.....	48,031	2,396	95.2	4.8	95.3	4.7	94.7	5.3
Furniture.....	16,950	2,189	88.6	11.4	88.8	11.2	87.6	12.4
Other lumber products.....	11,356	2,067	84.6	15.4	84.9	15.1	86.0	14.0
Plant products—edible.....	43,550	25,861	62.7	37.3	61.2	38.8	64.3	35.7
Pulp and paper products.....	91,310	22,827	80.0	20.0	80.2	19.8	80.3	19.7
Pulp and paper.....	46,216	2,504	94.9	5.1	94.8	5.2	95.2	4.8
Paper products.....	13,944	8,098	63.3	36.7	63.3	36.7	62.8	37.2
Printing and publishing.....	31,150	12,225	71.8	28.2	71.9	28.1	71.0	29.0
Rubber products.....	15,306	5,629	73.1	26.9	74.0	26.0	74.4	25.6
Textile products.....	74,503	88,628	45.3	54.7	45.8	54.2	45.2	54.8
Thread, yarn and cloth.....	37,516	20,856	64.7	35.3	64.2	35.8	62.1	37.9
Cotton yarn and cloth.....	13,924	8,531	62.0	38.0	61.0	39.0	60.0	40.0
Woolen yarn and cloth.....	7,852	5,801	57.5	42.5	58.1	41.9	57.5	42.5
Synthetic silk and silk goods.....	11,878	5,077	70.1	29.9	70.1	29.9	66.9	33.1
Hosiery and knit goods.....	8,863	15,505	36.4	63.6	36.7	63.3	35.3	64.7
Garments and personal furnishings.....	19,049	44,375	30.0	70.0	30.5	69.5	30.2	69.8
Other textile products.....	9,075	7,892	53.5	46.5	53.5	46.5	53.4	46.6
Tobacco.....	4,263	5,782	42.4	57.6	43.8	56.2	41.2	58.8
Beverages.....	17,198	2,566	87.0	13.0	88.0	12.0	86.5	13.5
Chemicals and allied products.....	32,998	10,685	75.5	24.5	75.4	24.6	75.8	24.2
Clay, glass and stone products.....	19,676	2,418	89.1	10.9	89.1	10.9	87.9	12.1
Electric light and power.....	30,839	4,273	87.8	12.2	88.0	12.0	88.2	11.8
Electrical apparatus.....	37,959	14,838	71.9	28.1	72.2	27.8	72.1	27.9
Iron and steel products.....	263,791	22,091	92.3	7.7	92.3	7.7	92.6	7.4
Crude, rolled and forged products.....	34,851	1,675	95.4	4.6	95.5	4.5	95.7	4.3
Machinery (other than vehicles).....	24,136	3,335	87.9	12.1	87.8	12.2	88.8	11.2
Agricultural implements.....	14,100	919	93.9	6.1	93.9	6.1	94.5	5.5
Land vehicles and aircraft.....	111,251	6,704	94.3	5.7	94.2	5.8	94.5	5.5
Automobiles and parts.....	43,466	5,030	89.6	10.4	89.6	10.4	89.5	10.5
Steel shipbuilding and repairing.....	13,115	494	96.4	3.6	96.4	3.6	96.6	3.4
Heating appliances.....	8,415	527	94.1	5.9	94.1	5.9	93.5	6.5
Iron and steel fabrication (n.e.s.).....	10,617	945	91.8	8.2	92.1	7.9	92.2	7.8
Foundry and machine shop products.....	7,972	398	95.2	4.8	95.0	5.0	95.5	4.5
Other iron and steel products.....	39,334	7,094	84.7	15.3	84.9	15.1	84.6	15.4
Non-ferrous metal products.....	39,851	6,254	86.4	13.6	86.7	13.3	85.3	14.7
Non-metallic products.....	14,397	1,410	91.1	8.9	90.9	9.1	91.6	8.4
Miscellaneous.....	11,666	7,930	59.5	40.5	60.7	39.3	62.7	37.3
<b>Logging</b> .....	<b>65.019</b>	<b>997</b>	<b>98.5</b>	<b>1.5</b>	<b>98.2</b>	<b>1.8</b>	<b>98.3</b>	<b>1.7</b>
<b>Mining</b> .....	<b>85.115</b>	<b>1,863</b>	<b>97.9</b>	<b>2.1</b>	<b>97.8</b>	<b>2.2</b>	<b>97.9</b>	<b>2.1</b>
Coal.....	24,756	222	99.1	0.9	99.1	0.9	99.1	0.9
Metallic ores.....	43,364	860	98.1	1.9	98.0	2.0	98.0	2.0
Non-metallic minerals (except coal).....	16,995	781	95.6	4.4	95.5	4.5	95.9	4.1
<b>Communications</b> .....	<b>26,079</b>	<b>29,000</b>	<b>47.3</b>	<b>52.7</b>	<b>47.4</b>	<b>52.6</b>	<b>47.5</b>	<b>52.5</b>
Telegraphs.....	7,001	1,586	81.5	18.5	81.3	18.7	81.1	18.9
Telephones.....	17,081	26,604	39.1	60.9	39.2	60.8	39.9	60.1
<b>Transportation</b> .....	<b>174,803</b>	<b>11,195</b>	<b>94.0</b>	<b>6.0</b>	<b>93.9</b>	<b>6.1</b>	<b>94.1</b>	<b>5.9</b>
Street railways, cartage and storage.....	59,777	4,529	93.0	7.0	93.1	6.9	93.1	6.9
Steam railway operation.....	86,996	5,348	94.2	5.8	94.3	5.7	94.1	5.9
Shipping and stevedoring.....	28,030	1,318	95.5	4.5	94.4	5.6	96.0	4.0
<b>Construction and Maintenance</b> .....	<b>259,365</b>	<b>4,705</b>	<b>98.2</b>	<b>1.8</b>	<b>98.2</b>	<b>1.8</b>	<b>98.2</b>	<b>1.8</b>
Building.....	127,577	3,215	97.5	2.5	97.5	2.5	97.5	2.5
Highway.....	92,114	1,356	98.5	1.5	98.5	1.5	98.3	1.7
Railway.....	39,674	134	99.7	0.3	99.7	0.3	99.7	0.3
<b>Services (as specified below)</b> .....	<b>36,483</b>	<b>38,196</b>	<b>48.9</b>	<b>51.1</b>	<b>48.4</b>	<b>51.6</b>	<b>48.5</b>	<b>51.5</b>
Hotels and restaurants.....	22,941	22,832	50.1	49.9	49.8	50.2	50.6	49.4
Personal (chiefly laundries).....	7,539	12,272	38.1	61.9	38.0	62.0	39.5	60.5
<b>Trade</b> .....	<b>182,813</b>	<b>118,469</b>	<b>60.7</b>	<b>39.3</b>	<b>61.9</b>	<b>38.1</b>	<b>60.3</b>	<b>39.7</b>
Retail.....	117,473	97,188	54.7	45.3	56.2	43.8	54.6	45.4
Wholesale.....	65,340	21,281	75.4	24.6	75.7	24.3	74.5	25.5
<b>Eight Leading Industries</b> .....	<b>1,635,916</b>	<b>453,745</b>	<b>78.5</b>	<b>21.5</b>	<b>78.6</b>	<b>21.4</b>	<b>79.1</b>	<b>20.9</b>
<b>Finance</b> .....	<b>47,669</b>	<b>43,017</b>	<b>52.6</b>	<b>47.4</b>	<b>52.5</b>	<b>47.5</b>	<b>53.0</b>	<b>47.0</b>
Banks and trust companies.....	25,533	26,431	49.1	50.9	49.0	51.0	49.8	50.2
Brokerage and stock market operations.....	2,265	1,245	64.5	35.5	65.0	35.0	65.3	34.7
Insurance.....	19,871	15,341	56.4	43.6	56.3	43.7	56.5	43.5
<b>All Industries</b> .....	<b>1,703,585</b>	<b>496,762</b>	<b>77.4</b>	<b>22.6</b>	<b>77.6</b>	<b>22.4</b>	<b>78.1</b>	<b>21.9</b>

**TABLE C-6.—HOURS AND EARNINGS IN MANUFACTURING**

(Hourly-Rated Wage-Earners)

SOURCE: *Average Hours Worked and Average Hourly Earnings, D.B.S.*

Tables C-6 to C-9 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-5. They relate only to wage-earners for whom statistics of hours of work are also available, whereas Tables C-1 to C-4 relate to salaried employees as well as to all wage-earners of the co-operative firms.

Week preceding	Average Hours Worked			Average Hourly Earnings		
	All Manu- factures	Durable Goods	Non- Durable Goods	All Manu- factures	Durable Goods	Non- Durable Goods
	No.	No.	No.	cts.	cts.	cts.
Nov. 1, 1945.....	44.9	45.3	44.6	67.5	74.8	60.6
Nov. 1, 1946.....	42.4	42.5	42.3	72.9	79.4	66.7
Nov. 1, 1947.....	42.9	43.2	42.7	84.7	91.9	77.6
Nov. 1, 1948.....	43.1	43.2	43.1	95.5	103.4	87.6
Dec. 1, 1948.....	43.2	43.4	43.1	96.0	104.1	87.7
*Jan. 1, 1949.....	40.6	41.0	40.2	97.2	104.8	89.3
Feb. 1, 1949.....	42.9	43.2	42.7	97.2	105.0	89.3
Mar. 1, 1949.....	43.0	43.2	42.7	97.6	105.3	89.6
Apr. 1, 1949.....	42.9	43.2	42.6	98.2	105.7	90.3
May 1, 1949.....	42.5	42.7	42.3	98.6	106.2	90.7
June 1, 1949.....	40.8	41.1	40.5	99.1	106.5	91.5
July 1, 1949.....	41.8	42.4	41.2	99.1	106.7	91.3
Aug. 1, 1949.....	41.9	42.1	41.7	98.8	106.5	91.1
Sept. 1, 1949.....	42.4	42.5	42.2	98.4	106.6	90.4
Oct. 1, 1949.....	42.7	43.0	42.5	99.3	107.8	91.0
Nov. 1, 1949.....	42.8	42.8	42.9	99.5	107.9	91.4

\*The averages at this date were affected by loss of working time at the year-end holidays in the case of January 1.

**TABLE C-7.—WEEKLY SALARIES AND WAGES IN MANUFACTURING**SOURCE: *Average Hours worked and Average Hourly Earnings, D.B.S.*

Week preceding	All Manufactures (1)		Durable Manufactured Goods		Non-Durable Manufactured Goods	
	Average Weekly		Average Weekly		Average Weekly	
	Salaries and Wages	Wages	Salaries and Wages	Wages	Salaries and Wages	Wages
Nov. 1, 1945.....	\$ 32.55	\$ 30.31	\$ 35.60	\$ 33.88	\$ 29.84	\$ 27.03
Nov. 1, 1946.....	33.32	30.91	35.83	33.75	31.17	28.21
Nov. 1, 1947.....	38.42	36.34	41.26	39.70	35.86	33.14
Nov. 1, 1948.....	43.28	41.16	46.43	44.67	40.36	37.76
Dec. 1, 1948.....	43.59	41.47	46.88	45.18	40.52	37.80
*Jan. 1, 1949.....	42.12	39.46	45.23	42.97	39.19	35.90
Feb. 1, 1949.....	44.04	41.70	47.17	45.36	41.12	38.13
Mar. 1, 1949.....	44.27	41.97	47.43	45.49	41.30	38.26
Apr. 1, 1949.....	44.27	42.13	47.43	45.66	41.30	38.47
May 1, 1949.....	44.31	41.91	47.30	45.35	41.49	38.37
June 1, 1949.....	43.16	40.43	46.00	43.77	40.49	37.06
July 1, 1949.....	43.95	41.42	47.26	45.24	40.90	37.62
Aug. 1, 1949.....	43.90	41.40	46.90	44.84	41.15	37.99
Sept. 1, 1949.....	44.05	41.72	47.35	45.31	41.12	38.15
Oct. 1, 1949.....	44.72	42.40	48.20	46.35	41.63	38.68
Nov. 1, 1949.....	44.93	42.59	48.12	46.18	42.08	39.21

1 Exclusive of electric light and power.

\* See footnote to Table C-6.

**TABLE C-8.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES**

	Average Hours Worked			Average Hourly Earnings		
	Nov. 1, 1949	Oct. 1, 1949	Nov. 1, 1948	Nov. 1, 1949	Oct. 1, 1949	Nov. 1, 1948
Nova Scotia.....	44.2	43.5	44.7	89.9	90.8	84.8
New Brunswick.....	44.7	45.4	45.7	88.9	88.6	86.9
Quebec.....	44.4	44.4	45.1	90.4	90.1	86.5
Ontario.....	42.4	42.2	42.3	104.2	104.1	100.3
Manitoba.....	42.9	42.8	43.1	96.9	96.6	93.5
Saskatchewan.....	42.0	42.6	43.2	102.5	102.4	98.8
Alberta.....	42.9	42.2	42.9	101.3	100.8	96.6
British Columbia.....	38.4	38.1	38.5	119.4	118.1	114.7
Montreal.....	43.0	42.9	43.5	95.3	95.1	91.1
Toronto.....	41.7	41.1	41.3	102.7	102.7	99.7
Hamilton.....	41.2	42.0	41.3	113.1	113.2	105.2
Winnipeg.....	42.6	42.5	42.6	96.0	95.8	92.7
Vancouver.....	37.8	37.8	38.0	117.3	117.5	113.0

TABLE C-9.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: *Average Hours Worked and Average Hourly Earnings, D.B.S.*

Industries	Average Hours per Week Reported at			Average Hourly Earnings Reported at			Average Weekly Wages		
	Nov. 1 1949	Oct. 1 1949	Nov. 1 1948	Nov. 1 1949	Oct. 1 1949	Nov. 1 1948	Nov. 1 1949	Oct. 1 1949	Nov. 1 1948
	No.	No.	No.	cts.	cts.	cts.	\$	\$	\$
<b>Manufacturing</b> .....	42-8	42-7	43-1	99-5	99-3	95-5	42-59	42-40	41-16
• Durable manufactured goods.....	42-8	43-0	43-2	107-9	107-8	103-4	46-18	46-35	44-67
Non-durable manufactured goods.....	42-9	42-5	43-1	91-4	91-0	87-6	39-21	38-68	37-76
Animal products—edible.....	43-5	41-9	43-3	100-3	98-3	93-8	43-63	41-19	40-62
Dairy products.....	46-6	45-5	46-4	76-4	75-9	72-7	35-60	34-53	33-73
Meat products.....	43-8	42-7	43-0	109-8	109-2	103-6	48-09	46-63	44-55
Leather products.....	40-3	40-7	40-6	76-3	75-7	73-8	30-75	30-81	29-66
Leather boots and shoes.....	39-3	40-1	40-1	73-8	73-3	71-1	29-00	29-39	28-51
• Lumber products.....	42-0	42-2	41-6	91-4	90-9	88-5	38-39	38-36	36-82
Rough and dressed lumber.....	41-2	41-5	41-0	96-9	96-0	93-4	39-92	39-84	38-29
Containers.....	45-6	44-5	44-1	76-7	76-3	77-7	34-78	33-95	34-27
Furniture.....	43-3	43-2	42-4	86-6	86-7	83-6	37-50	37-45	35-45
• Musical instruments.....	44-8	45-5	44-5	86-6	85-2	81-8	38-80	38-77	36-40
Plant products—edible.....	44-2	42-0	43-1	77-1	76-4	73-6	34-08	32-09	31-72
Flour and other milled products.....	45-9	46-4	45-1	96-0	95-9	90-2	44-06	44-50	40-68
Fruit and vegetable preserving.....	43-4	39-2	40-9	72-2	72-2	70-4	31-33	28-58	28-79
Bread and bakery products.....	43-9	43-7	43-4	78-6	79-0	75-5	34-51	34-52	32-77
Chocolate and cocoa products.....	43-3	42-9	43-0	66-0	66-4	63-5	28-58	28-49	27-31
Pulp and paper products.....	45-4	45-1	45-6	108-8	108-5	105-2	49-40	48-93	47-97
Pulp and paper mills.....	48-5	47-9	49-1	114-3	113-8	112-5	55-44	54-51	55-24
Paper products.....	44-1	44-0	43-1	86-0	85-8	81-5	37-93	37-75	35-13
Printing and publishing.....	41-0	41-0	40-7	115-0	114-8	105-8	47-15	47-07	43-06
Rubber products.....	42-0	40-9	43-1	101-9	102-9	104-1	42-80	42-09	44-87
Textile—all branches.....	41-2	41-4	41-7	80-4	80-6	75-2	33-12	33-37	31-36
Thread, yarn and cloth.....	43-7	43-8	44-3	84-7	84-8	77-1	37-01	37-14	34-16
Cotton yarn and cloth.....	42-8	42-6	43-4	85-9	86-3	78-1	36-77	36-76	33-90
Woolen yarn and cloth.....	43-7	43-6	43-7	79-7	79-7	75-5	34-83	34-75	32-99
Synthetic silk and silk goods.....	44-9	45-6	46-1	86-8	86-7	77-3	38-97	39-54	35-64
Hosiery and knit goods.....	41-8	41-2	41-3	75-3	75-3	70-0	31-48	31-02	28-91
Garments and personal furnishings.....	37-7	38-3	38-3	76-4	76-9	73-9	28-80	29-45	28-30
Tobacco.....	43-7	43-6	42-8	89-6	89-3	84-4	39-16	38-93	36-12
Beverages.....	43-3	43-3	43-5	99-4	99-3	96-2	43-04	43-00	41-85
Distilled and malt liquor.....	42-3	42-0	42-8	104-7	105-3	101-4	44-29	44-23	43-40
Chemicals and allied products.....	44-0	43-7	44-0	99-5	99-3	95-1	43-78	43-39	41-84
Drugs and medicines.....	42-2	41-6	42-0	83-1	82-9	78-5	35-07	34-49	32-97
• Clay, glass and stone products.....	45-6	45-8	45-5	98-4	98-1	93-3	44-87	44-93	42-45
Glass products.....	46-2	45-9	45-7	94-3	93-7	89-0	43-57	43-01	40-67
Lime, gypsum and cement products.....	47-6	47-4	47-1	99-2	99-2	92-9	47-22	47-02	43-76
• Electrical apparatus.....	42-2	41-8	41-4	109-4	109-3	104-3	46-17	45-69	43-18
Heavy electrical apparatus <sup>1</sup> .....	43-0	42-7	43-0	121-8	121-7	115-5	52-37	51-97	49-67
• Iron and steel products.....	42-6	43-1	43-6	113-4	113-5	108-3	48-31	48-92	47-22
Crude, rolled and forged products.....	43-7	43-2	44-8	120-5	120-0	110-8	52-66	51-84	49-64
Primary iron and steel.....	43-4	43-1	44-6	122-6	122-2	112-4	53-21	52-67	50-13
Machinery (other than vehicles).....	43-3	43-5	44-8	105-3	104-9	99-9	45-59	45-63	44-76
Agricultural implements.....	38-5	41-1	41-1	113-6	113-8	112-8	43-74	46-77	46-36
Land vehicles and aircraft.....	42-1	43-4	43-3	117-9	118-5	115-1	49-64	51-43	49-84
Railway rolling stock.....	43-5	44-3	44-6	114-3	113-7	112-3	49-72	50-37	50-09
Automobiles and parts.....	39-9	42-4	41-4	123-7	125-4	122-4	49-36	53-17	50-67
Aeroplanes and parts.....	46-1	43-8	44-6	109-8	110-7	100-1	50-62	48-49	44-64
Steel shipbuilding and repairing.....	42-9	41-9	44-2	110-2	109-2	105-2	47-32	45-75	46-50
Iron and steel fabrication n.e.s.....	43-0	42-6	42-5	109-0	108-4	102-8	46-87	46-18	43-69
Hardware, tools and cutlery.....	43-2	42-8	43-5	98-1	98-6	95-0	42-83	42-20	41-33
Foundry and machine shop products.....	43-2	42-3	44-4	111-6	111-0	105-7	48-21	46-95	46-93
Sheet metal work.....	43-4	43-8	42-9	102-5	102-4	97-0	44-49	43-83	41-61
• Non-ferrous metal products.....	44-1	43-5	44-0	109-2	108-9	103-6	48-16	47-37	45-58
Smelting and refining.....	45-0	44-4	45-1	118-8	118-1	115-1	53-46	52-44	49-58
Aluminum and its products.....	43-4	43-2	43-8	100-5	100-3	97-0	43-62	43-33	41-58
Brass and copper manufacturing.....	42-8	42-4	42-8	106-8	106-1	99-1	45-71	44-99	42-41
Non-metallic mineral products.....	43-0	42-1	43-0	119-5	118-9	113-0	51-39	50-06	48-59
Petroleum and its products.....	42-5	41-3	41-8	127-2	126-3	121-3	54-06	52-16	50-70
Miscellaneous manufactured products.....	41-9	42-2	41-6	85-8	86-1	81-9	35-95	36-33	34-07
<b>Mining</b> .....	44-5	43-8	43-5	118-6	116-8	115-1	52-78	51-16	50-07
Coal.....	40-3	39-4	39-4	132-1	127-7	127-7	53-24	50-31	50-31
Metallic ores.....	46-5	45-8	45-3	117-2	116-4	114-1	54-50	53-31	51-69
Non-metallic minerals (except coal).....	45-5	44-9	45-3	102-6	102-5	99-4	46-68	46-02	45-03
<b>Local Transportation</b> .....	46-0	45-6	45-2	102-0	101-4	97-6	46-92	46-24	44-12
<b>Building Construction</b> .....	41-3	41-5	41-7	109-0	108-2	104-7	45-02	44-90	43-66
<b>Highway Construction</b> .....	38-1	38-6	39-1	86-7	85-4	81-0	33-03	32-96	31-67
<b>Services (as indicated below)</b> .....	41-9	42-0	41-9	65-0	64-3	61-1	27-24	27-01	25-60
Hotels and restaurants.....	42-4	42-5	42-2	63-9	63-1	60-7	27-09	26-82	25-62
Personal (chiefly laundries).....	41-0	40-9	41-2	67-1	66-9	62-0	27-51	27-36	25-54

\* Industries classed in the durable manufactured goods industries.

<sup>1</sup> Since 1941, the Dominion Bureau of Statistics has prepared current indexes of a average hourly earnings of the employees of eight establishments producing heavy electrical apparatus. Based upon the hourly earnings at June 1, 1941, as 100 p.c., the latest figures are as follows:—Sept. 1, 1949, 228-1; Oct. 1, 1949, 230-9; Nov. 1, 1949, 231-1; at Nov. 1, 1948, the index was 219-2.

\* Chiefly street and electric railways.



**TABLE C-10.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE-EARNERS  
IN MANUFACTURING INDUSTRIES IN CANADA**

(Source: Hours Worked and Hourly and Weekly Wages D.B.S. Real Wages Computed by the Economics and Research Branch, Department of Labour.)

Date	Average Hours Worked per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1946=100)		
				Average Weekly Earnings	Cost of Living	Average Real Weekly Earnings
Week preceding—		cts.	\$			
January 1, 1945.....	46.1*	70.0	32.27*	106.8	96.0	111.3
February 1, 1945.....	45.4	70.1	31.83	105.3	96.0	109.7
March 1, 1945.....	45.8	70.1	32.11	106.3	96.0	110.7
April 1, 1945.....	45.6*	70.4	32.10*	106.2	96.0	110.6
May 1, 1945.....	45.5	70.5	32.08	106.2	96.3	110.3
June 1, 1945.....	44.3	70.3	31.14	103.0	96.8	106.4
July 1, 1945.....	44.3	70.1	31.05	102.7	97.3	105.5
August 1, 1945.....	44.3	69.5	30.79	101.9	97.5	104.5
September 1, 1945.....	44.1	69.2	30.52	101.9	97.0	104.1
October 1, 1945.....	44.7	67.8	30.31	100.3	96.8	103.6
November 1, 1945.....	44.9	67.5	30.31	100.3	97.0	103.4
December 1, 1945.....	44.8	67.0	30.02	99.3	97.2	102.2
January 1, 1946.....	44.2*	67.9	30.01*	99.3	97.0	102.4
February 1, 1946.....	44.1	68.1	30.03	99.4	97.0	102.5
March 1, 1946.....	44.0	67.9	29.88	98.8	97.2	101.7
April 1, 1946.....	44.4	68.4	30.37	100.5	97.7	102.9
May 1, 1946.....	43.0	68.9	29.63	98.0	98.7	99.3
June 1, 1946.....	42.0	69.1	29.02	96.0	100.0	96.0
July 1, 1946.....	42.4	70.0	29.68	98.2	101.2	97.0
August 1, 1946.....	43.0	70.0	30.10	99.6	101.6	98.0
September 1, 1946.....	42.7	70.6	30.15	99.8	101.5	98.3
October 1, 1946.....	42.9	71.4	30.63	101.4	102.6	98.8
November 1, 1946.....	42.4	72.9	30.91	102.3	102.8	99.5
December 1, 1946.....	43.2	74.5	32.18	106.5	102.8	103.6
January 1, 1947.....	42.7*	76.2	32.54*	107.7	102.8	104.8
February 1, 1947.....	43.1	76.3	32.89	108.8	103.4	105.2
March 1, 1947.....	43.4	77.1	33.46	110.7	104.3	106.1
April 1, 1947.....	43.2	77.6	33.52	110.9	105.7	104.9
May 1, 1947.....	43.2	78.3	33.83	111.9	107.7	103.9
June 1, 1947.....	42.9	79.9	34.28	113.4	109.1	103.9
July 1, 1947.....	42.0	80.8	33.94	112.3	110.0	102.1
August 1, 1947.....	42.5	81.3	34.55	114.3	110.5	103.4
September 1, 1947.....	42.3	82.2	34.77	115.1	112.8	102.0
October 1, 1947.....	43.1	83.4	35.95	119.0	115.0	103.5
November 1, 1947.....	42.9	84.7	36.34	120.3	116.2	103.5
December 1, 1947.....	43.5	85.6	37.24	123.2	118.1	104.3
January 1, 1948.....	43.2*	86.6	37.41*	123.8	120.0	103.2
February 1, 1948.....	42.8	86.6	37.06	122.6	121.4	101.0
March 1, 1948.....	43.2	88.0	38.02	125.8	122.0	103.1
April 1, 1948.....	43.2*	89.0	38.45*	127.2	122.7	103.7
May 1, 1948.....	43.1	89.4	38.53	127.5	124.0	102.8
June 1, 1948.....	41.7	91.4	38.11	126.1	124.8	101.0
July 1, 1948.....	42.0	92.3	38.77	128.3	126.9	101.1
August 1, 1948.....	42.1	92.7	39.03	129.2	127.4	101.4
September 1, 1948.....	41.7	93.4	38.95	128.9	128.6	100.2
October 1, 1948.....	43.0	94.6	40.68	134.6	129.1	104.3
November 1, 1948.....	43.1	95.5	41.16	136.2	129.1	105.5
December 1, 1948.....	43.2	96.0	41.47	137.2	128.6	106.7
January 1, 1949.....	43.2*	97.2	41.99*	138.9	129.1	107.6
February 1, 1949.....	42.9	97.2	41.70	138.0	129.0	107.0
March 1, 1949.....	43.0	97.6	41.97	138.9	128.8	107.8
April 1, 1949.....	42.9	98.2	42.13	139.4	128.9	108.1
May 1, 1949.....	41.8*	98.6	41.21*	136.4	129.0	105.7
June 1, 1949.....	40.8	99.1	40.43	133.8	129.9	103.0
July 1, 1949.....	41.8	99.1	41.42	137.1	131.1	104.6
August 1, 1949.....	41.9	98.8	41.40	137.0	131.7	104.0
September 1, 1949.....	42.4	98.4	41.72	138.1	131.3	105.2
October 1, 1949.....	42.7	99.3	42.40	140.3	131.2	106.9
November 1, 1949(1).....	42.8	99.5	42.59	140.9	130.8	107.7

NOTE: Average Real Weekly Earnings were computed by dividing the index of the cost of living into an index of the average weekly earnings, both indexes having been calculated on a similar base (Average 1946=100.)

\* Figures adjusted for holidays. The actual figures are: January 1, 1945, 39.6 hours, \$27.72; April 1, 1945, 43.6 hours, \$30.69; January 1, 1946, 38.1 hours, \$25.87; January 1, 1947, 38.1 hours, \$29.03; January 1, 1948, 38.3 hours, \$33.17; April 1, 1948, 41.6 hours, \$37.02; January 1, 1949, 40.6 hours, \$39.46; May 1, 1949, 42.5 hours, \$41.91.

(1) Latest figures subject to revision.

## D—Employment Service Statistics

**TABLE D-1.—UNFILLED VACANCIES AND UNPLACED APPLICANTS AS AT FIRST OF MONTH**

(Source: Form U.I.C. 757)

Month	Unfilled Vacancies			Unplaced Applicants		
	Male	Female	Total	Male	Female	Total
January 1945.....	87,552	36,021	123,573	41,337	18,674	60,011
January 1946.....	53,801	26,245	80,046	151,618	34,336	185,954
January 1947.....	54,742	34,987	89,729	135,956	28,221	164,177
January 1948.....	23,515	17,151	40,666	111,304	31,108	142,412
January 1949.....	11,996	13,063	25,059	150,474	36,185	186,659
February 1949.....	10,026	12,990	23,016	204,897	51,909	256,806
March 1949.....	10,187	13,544	23,731	209,866	51,898	261,764
April 1949.....	14,444	16,816	31,260	195,559	50,961	246,520
May 1949.....	21,673	21,840	43,513	158,794	44,932	203,726
June 1949.....	23,539	24,035	47,574	113,489	41,359	154,848
July 1949.....	20,679	21,775	42,454	103,275	44,216	147,491
August 1949.....	18,043	19,313	37,356	97,154	42,090	139,244
September 1949.....	19,940	22,620	42,560	97,684	39,667	137,351
October 1949.....	20,837	20,629	41,466	101,504	41,543	143,047
November 1949.....	14,535	15,200	29,735	122,664	49,702	172,366
December 1949.....	10,400	12,085	22,485	164,345	56,439	220,784
January 1950 <sup>(1)</sup> .....	7,971	9,748	17,719	218,769	55,188	273,957

(1) Latest figures subject to revision.

**TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT DECEMBER 1, 1949**

(Source: Form UIC 751)

Industry	Male	Female	Total	Change From November 3, 1949	
				Absolute	Percentage
<b>Agriculture, Fishing, Trapping.....</b>	<b>302</b>	<b>319</b>	<b>621</b>	<b>-208</b>	<b>-25.1</b>
<b>Logging.....</b>	<b>421</b>	<b>9</b>	<b>430</b>	<b>-969</b>	<b>-69.3</b>
Pulpwood.....	245	2	247	-816	-76.8
Lumber.....	137	7	144	-165	-53.4
Other logging.....	39	-	39	+12	+44.4
<b>Mining.....</b>	<b>348</b>	<b>14</b>	<b>362</b>	<b>-175</b>	<b>-32.6</b>
Coal.....	154	1	155	-114	-57.6
Metallic ores—					
Iron.....	12	1	13	-3	-18.8
Gold.....	78	5	83	-57	-40.7
Nickel.....	53	-	53	+1	+1.9
Other metallic ores and non-metallic minerals.....	46	1	47	+8	+20.5
Prospecting and oil producing.....	5	6	11	-10	-47.6
<b>Manufacturing.....</b>	<b>2,445</b>	<b>2,672</b>	<b>4,517</b>	<b>-2,730</b>	<b>-37.7</b>
Food and kindred products.....	314	187	501	-273	-35.3
Textiles, apparel, etc.....	254	1,140	1,394	-1,269	-47.7
Lumber and finished lumber products.....	397	39	436	-75	-14.7
Pulp and paper products and printing.....	314	170	484	-173	-26.3
Chemicals and allied products.....	96	71	167	-72	-30.1
Products of petroleum and coal.....	12	6	18	-13	-41.9
Rubber products.....	31	20	51	-18	-26.1
Leather and products.....	56	129	185	-203	-52.3
Stone, clay and glass products.....	71	12	83	-32	-27.8
Iron and steel products.....	193	39	232	-94	-28.8
Non-ferrous metals and products.....	130	35	165	-121	-42.3
Machinery.....	164	28	192	-30	-13.5
Electrical equipment and products.....	107	72	179	-25	-12.3
Transportation equipment and other manufacturing.....	306	124	430	-332	-43.6
<b>Construction.....</b>	<b>1,216</b>	<b>57</b>	<b>1,273</b>	<b>-1,115</b>	<b>-46.7</b>
<b>Transportation and Storage.....</b>	<b>319</b>	<b>57</b>	<b>376</b>	<b>-299</b>	<b>-44.3</b>
<b>Communications, and other Public Utilities.....</b>	<b>187</b>	<b>229</b>	<b>416</b>	<b>-30</b>	<b>-6.7</b>
<b>Trade.....</b>	<b>1,701</b>	<b>2,683</b>	<b>4,384</b>	<b>+158</b>	<b>+3.7</b>
Wholesale.....	546	242	788	-179	-18.5
Retail.....	1,155	2,441	3,596	+337	+10.3
<b>Finance, Insurance, Real Estate.....</b>	<b>768</b>	<b>728</b>	<b>1,496</b>	<b>+13</b>	<b>+0.9</b>
<b>Service.....</b>	<b>2,694</b>	<b>5,913</b>	<b>8,607</b>	<b>-1,896</b>	<b>-18.1</b>
Public.....	1,490	344	1,834	+324	+21.5
Domestic.....	86	3,666	3,752	-1,074	-22.3
Personal.....	487	1,684	2,171	-844	-28.0
Other service.....	631	219	850	-302	-26.2
<b>All Industries.....</b>	<b>10,401</b>	<b>12,081</b>	<b>22,482</b>	<b>-7,251</b>	<b>-24.4</b>

**TABLE D-3.—UNFILLED VACANCIES AND UNPLACED APPLICANTS, BY OCCUPATION AND BY SEX, AS AT DECEMBER 1, 1949**

(Source: Form UIC 757)

Occupational Group	Unfilled Vacancies			Unplaced Applicants		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers.....	773	254	1,027	4,001	999	5,000
Clerical Workers.....	1,691	2,526	4,217	8,926	14,660	23,586
Sales Workers.....	1,514	1,558	3,072	4,000	7,294	11,294
Personal and Domestic Service Workers.....	489	5,408	5,897	13,570	10,912	24,482
Seamen.....	26	.....	26	2,416	10	2,426
Agriculture and Fishing.....	291	5	296	1,945	487	2,432
Skilled and Semiskilled Workers.....	4,100	1,457	5,557	61,228	11,084	72,312
Food and kindred products.....	64	41	105	1,109	551	1,660
Textiles, clothing, etc.....	152	1,027	1,179	1,882	6,533	8,415
Lumber and wood products.....	663	3	666	4,430	116	4,546
Pulp, paper and printing.....	197	59	256	607	300	907
Leather and products.....	40	95	135	961	627	1,588
Stone, clay and glass products.....	22	.....	22	155	25	180
Metalworking.....	438	41	479	8,479	419	8,898
Electrical.....	101	22	123	1,085	250	1,335
Transportation equipment, n.e.c.....	10	.....	10	560	86	646
Mining.....	214	.....	214	762	.....	762
Construction.....	838	.....	838	16,320	3	16,323
Transportation (except seamen).....	361	5	366	10,249	42	10,291
Communications and public utility.....	24	.....	24	346	2	348
Trade and service.....	125	90	215	1,434	887	2,321
Other skilled and semiskilled.....	721	56	777	8,615	1,027	9,642
Foremen.....	30	4	34	1,245	127	1,372
Apprentices.....	100	14	114	2,989	89	3,078
Unskilled Workers.....	1,516	877	2,393	68,259	10,993	79,252
Food and tobacco.....	71	162	233	1,531	2,010	3,541
Lumber and lumber products.....	112	1	113	3,249	297	3,546
Metalworking.....	57	19	76	3,120	210	3,330
Construction.....	245	.....	245	11,176	1	11,177
Other unskilled workers.....	1,031	695	1,726	49,183	8,475	57,658
<b>Total.....</b>	<b>10,400</b>	<b>12,085</b>	<b>22,485</b>	<b>164,345</b>	<b>56,439</b>	<b>220,784</b>

**TABLE D-4.—AVERAGE WEEKLY VACANCIES NOTIFIED, REFERRALS, AND PLACEMENTS FOR THE MONTH OF NOVEMBER 1949**

(Source: Form UIC 751)

Industry	Weekly Average		
	Vacancies Notified	Referrals	Place-ments
Agriculture, Fishing, Trapping.....	372	383	309
Logging.....	376	352	261
Mining.....	126	152	109
Manufacturing.....	3,436	3,720	2,527
Food and kindred products.....	556	582	395
Textiles, apparel, etc.....	322	665	438
Lumber and finished lumber products.....	348	363	262
Pulp and paper products and printing.....	330	346	231
Chemicals and allied products.....	120	152	93
Products of petroleum and coal.....	18	23	13
Rubber products.....	43	43	31
Leather and products.....	101	116	75
Stone, clay and glass products.....	96	109	72
Iron and steel and products.....	239	263	191
Non-ferrous metals and products.....	145	164	118
Machinery.....	240	273	179
Electrical equipment and products.....	171	194	110
Transportation equipment and other manufacturing.....	407	427	319
Construction.....	1,985	2,048	1,646
Transportation and Storage.....	697	649	498
Communications, and other Public Utilities.....	150	141	82
Trade.....	3,030	3,259	1,874
Finance, Insurance, Real Estate.....	354	383	173
Service.....	5,717	5,559	3,501
<b>All Industries.....</b>	<b>16,243</b>	<b>16,651</b>	<b>10,980</b>



**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR  
FOUR WEEKS NOVEMBER 4 TO DECEMBER 1, 1949**

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Regis- tered during period	Referred to vacancies	Placements		Unplaced end of period
					Regular	Casual	
<b>Newfoundland</b> .....	<b>119</b>	<b>22</b>	<b>2,601</b>	<b>121</b>	<b>80</b>	<b>5</b>	<b>7,727</b>
Corner Brook.....	12	9	354	8	7		1,267
Grand Falls.....			493				1,067
St. John's.....	107	13	1,754	113	73	5	5,393
<b>Prince Edward Island</b> .....	<b>304</b>	<b>149</b>	<b>895</b>	<b>256</b>	<b>143</b>	<b>42</b>	<b>1,229</b>
Charlottetown.....	227	193	550	179	85	34	823
Summerside.....	77	16	345	77	58	8	406
<b>Nova Scotia</b> .....	<b>1,659</b>	<b>987</b>	<b>7,121</b>	<b>2,650</b>	<b>959</b>	<b>403</b>	<b>12,537</b>
Amherst.....	131		323	136	74	57	472
Bridgewater.....	22	22	291	26	14		502
Halifax.....	725	781	2,745	1,532	397	173	4,381
Inverness.....	7	2	140	5	5		234
Kentville.....	52	43	444	82	31	4	744
Liverpool.....	18	4	165	17	13		326
New Glasgow.....	187	19	750	227	106	72	1,380
Springhill.....	37	4	94	34	28	1	199
Sydney.....	346	52	1,335	424	222	90	2,541
Truro.....	100	46	387	143	50	6	580
Yarmouth-Shelburne.....	34	14	447	24	19		1,178
<b>New Brunswick</b> .....	<b>1,627</b>	<b>684</b>	<b>6,725</b>	<b>1,759</b>	<b>1,003</b>	<b>253</b>	<b>11,660</b>
Bathurst.....	6	1	482	9	4	3	849
Campbellton.....	111	48	462	103	50	23	765
Edmundston.....	40		390	40	31	9	817
Fredericton.....	86	100	378	94	43	24	758
Minto.....	34	30	171	45	38		300
Moncton.....	695	285	1,784	757	395	128	2,523
Newcastle.....	29	6	576	39	29		1,024
Saint John.....	502	170	1,693	527	339	52	3,115
St. Stephen.....	36	25	313	42	10	2	855
Sussex.....	39	11	119	35	24	9	217
Woodstock.....	49	8	357	68	40	3	437
<b>Quebec</b> .....	<b>11,896</b>	<b>4,523</b>	<b>43,046</b>	<b>12,940</b>	<b>7,573</b>	<b>962</b>	<b>67,266</b>
Asbestos.....	23	5	144	26	6	13	336
Beauharnois.....	32	8	215	25	22	1	356
Buckingham.....	87	4	276	100	81	4	397
Causapscal.....	31	6	219	33	6		489
Chandler.....	60	22	448	45	32	12	495
Chicoutimi.....	141	57	874	232	76	20	1,356
Dolbeau.....	5		175	6	5		318
Drummondville.....	169	38	535	169	121	3	1,426
Farnham.....	33	40	190	12	11		436
Granby.....	95	31	551	126	69	7	889
Hull.....	170	48	1,135	215	117	7	1,710
Joliette.....	138	118	462	207	64	2	787
Jonquiere.....	58	43	924	53	33		1,482
Lachute.....	73	29	214	85	47	2	383
La Malbaie.....	6	2	286	11	4		586
La Tuque.....	163	37	617	129	117	1	603
Levis.....	81	35	816	116	53	4	2,082
Matane.....	226	3	394	54	41		524
Megantic.....	13	2	226	34	11		477
Mont-Laurier.....	9	5	87	10	3		132
Montmagny.....	24	17	508	22	20	1	748
Montreal.....	7,228	2,891	17,292	6,999	4,614	614	22,266
Port Alfred.....	65		350	7	7		587
Quebec.....	943	323	4,733	1,499	594	132	7,872
Rimouski.....	9	4	235	10	7		599
Riviere du Loup.....	32	4	533	45	31		846
Rouyn.....	140	33	562	263	104	24	592
St. Agathe.....	63	23	227	79	30	11	279
Ste. Anne de Bellevue.....	23	23	274	28	13		283
St. Therese.....	52	17	382	74	49		570
St. George de Beauce.....	73	106	597	186	140	2	837
St. Hyacinthe.....	110	59	453	88	49	11	939
St. Jean.....	200	53	420	253	147		592
St. Jerome.....	136	31	593	134	99	1	779
St. Joseph d'Alma.....	12	8	288	10	9		618
Shawinigan Falls.....	49	15	1,071	103	34		2,496
Sherbrooke.....	522	159	1,809	600	255	85	2,904
Sorel.....	59	11	532	93	47		1,683
Thetford Mines.....	83	61	465	127	74	1	749
Three Rivers.....	252	79	1,665	397	169	15	3,523
Val d'Or.....	80	30	354	72	52	6	479
Valleyfield.....	62	18	457	64	50		893
Victoriaville.....	66	25	458	99	60	3	868

**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR  
FOUR WEEKS NOVEMBER 4 TO DECEMBER 1, 1949**

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Regis- tered during period	Referred to vacancies	Placements		Unplaced end of period
					Regular	Casual	
<b>Ontario</b> .....	<b>28,343</b>	<b>12,239</b>	<b>55,195</b>	<b>28,331</b>	<b>15,885</b>	<b>3,602</b>	<b>60,652</b>
Amprior.....	62	8	154	104	76	.....	121
Barrie.....	241	80	451	277	175	17	360
Belleville.....	163	25	466	158	107	12	583
Bracebridge.....	35	6	179	63	48	3	231
Brampton.....	111	54	165	95	61	15	155
Brantford.....	298	135	1,108	352	160	33	1,845
Brookville.....	113	2	242	136	111	8	192
Carleton Place.....	195	79	173	128	120	.....	265
Chatham.....	330	59	830	360	214	75	595
Cobourg.....	185	31	263	214	171	7	260
Collingwood.....	93	5	305	112	92	.....	477
Cornwall.....	317	20	852	338	218	56	1,393
Fort Erie.....	150	39	187	147	123	1	247
Fort Frances.....	123	72	242	102	58	6	249
Fort William.....	152	99	913	154	122	33	1,321
Galt.....	140	83	332	93	65	4	469
Gananoque.....	33	2	120	43	15	17	176
Goderich.....	80	75	149	78	60	6	139
Guelph.....	252	103	456	255	113	55	602
Hamilton.....	1,900	852	4,351	2,246	977	366	4,945
Hawkesbury.....	47	8	403	67	51	.....	618
Ingersoll.....	266	84	317	279	195	9	143
Kapuskasing.....	26	4	100	27	20	.....	121
Kenora.....	44	21	221	45	44	.....	341
Kingston.....	428	86	899	599	340	22	865
Kirkland Lake.....	148	26	494	194	85	22	534
Kitchener.....	567	246	902	551	373	34	612
Leamington.....	130	26	400	148	99	7	385
Lindsay.....	85	11	173	110	76	8	208
Listowel.....	26	20	102	35	22	.....	125
London.....	1,595	1,266	2,289	1,742	929	182	1,448
Midland.....	60	10	374	106	56	10	488
Napanea.....	54	3	115	67	48	3	169
New Toronto.....	388	145	1,002	333	242	4	1,052
Niagara Falls.....	213	40	611	169	109	12	888
North Bay.....	239	51	546	221	130	48	588
Orillia.....	191	3	452	222	138	46	649
Oshawa.....	541	182	1,399	596	337	19	1,692
Ottawa.....	1,669	577	2,895	1,433	793	220	3,189
Owen Sound.....	114	43	490	173	85	13	901
Parry Sound.....	39	3	196	34	28	5	263
Pembroke.....	197	38	374	153	114	5	404
Perth.....	81	14	160	75	54	6	184
Peterborough.....	273	40	710	336	229	7	1036
Picton.....	53	22	140	44	28	10	274
Port Arthur.....	329	114	932	178	112	53	1,307
Port Colborne.....	56	28	209	31	19	8	487
Prescott.....	30	23	131	41	27	.....	173
Renfrew.....	140	35	228	122	94	11	220
St. Catharines.....	449	109	1,386	427	268	89	1,755
St. Thomas.....	174	55	454	266	112	29	425
Sarnia.....	264	57	658	360	218	14	661
Sault Ste. Marie.....	272	101	519	247	173	10	628
Simcoe.....	101	29	225	126	75	6	257
Sioux-Lookout.....	46	17	119	59	28	9	108
Smiths Falls.....	130	19	203	130	96	2	271
Stratford.....	143	36	298	192	76	40	306
Sturgeon Falls.....	30	2	176	34	24	8	298
Sudbury.....	485	242	1,216	421	243	137	921
Timmins.....	322	50	889	524	251	53	1,049
Toronto.....	11,069	6,082	14,353	9,815	5,551	1,330	12,443
Trenton.....	162	6	398	237	162	.....	454
Walkerton.....	25	33	114	32	23	.....	206
Wallaceburg.....	139	.....	305	146	95	55	245
Welland.....	211	46	691	222	107	37	1,572
Weston.....	221	80	439	285	138	.....	340
Windsor.....	934	201	3,261	1,024	372	297	4,473
Woodstock.....	164	76	289	198	110	8	251
<b>Manitoba</b> .....	<b>5,348</b>	<b>2,858</b>	<b>10,264</b>	<b>5,961</b>	<b>2,091</b>	<b>1,193</b>	<b>11,335</b>
Brandon.....	369	206	685	380	282	19	592
Dauphin.....	38	5	249	37	15	13	275
Flin Flon.....	139	33	236	126	62	42	181
Portage la Prairie.....	97	39	332	93	62	5	358
The Pas.....	79	68	77	29	52	.....	72
Winnipeg.....	4,626	2,507	8,685	5,296	1,618	1,114	9,857

**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS NOVEMBER 4 TO DECEMBER 1, 1949**

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period
					Regular	Casual	
<b>Saskatchewan</b> .....	<b>2,183</b>	<b>929</b>	<b>6,139</b>	<b>2,486</b>	<b>1,030</b>	<b>595</b>	<b>6,683</b>
Estevan.....	65	22	159	75	44	1	146
Moose Jaw.....	162	127	769	198	82	39	985
North Battleford.....	103	44	248	84	63	8	348
Prince Albert.....	205	99	580	226	113	35	680
Regina.....	821	196	1,910	1,026	382	313	1,559
Saskatoon.....	592	283	1,653	694	266	164	1,884
Swift Current.....	47	50	207	35	18	5	415
Weyburn.....	41	28	179	27	10	4	204
Yorkton.....	147	80	434	121	52	26	462
<b>Alberta</b> .....	<b>5,051</b>	<b>1,425</b>	<b>9,414</b>	<b>5,529</b>	<b>3,053</b>	<b>954</b>	<b>8,083</b>
Blairmore.....	76	62	116	63	63	.....	106
Calgary.....	1,831	409	3,116	2,133	1,103	367	2,923
Drumheller.....	99	22	165	95	90	.....	147
Edmonton.....	2,385	587	4,542	2,601	1,367	566	3,300
Edson.....	137	36	105	98	90	.....	95
Lethbridge.....	294	121	839	316	199	47	810
Medicine Hat.....	130	105	288	141	84	.....	459
Red Deer.....	99	83	243	82	57	4	243
<b>British Columbia</b> .....	<b>8,442</b>	<b>4,318</b>	<b>22,583</b>	<b>6,569</b>	<b>3,047</b>	<b>996</b>	<b>33,611</b>
Chilliwack.....	136	11	466	155	130	5	730
Courtenay.....	20	9	332	17	12	.....	505
Cranbrook.....	34	19	122	42	28	.....	161
Dawson Creek.....	70	22	100	71	69	.....	74
Duncan.....	78	11	374	134	84	9	410
Kamloops.....	71	28	248	60	48	.....	261
Kelowna.....	33	15	575	56	16	10	680
Nanaimo.....	96	14	776	108	53	29	1,038
Nelson.....	94	24	307	98	68	4	319
New Westminster.....	720	263	2,556	707	349	101	4,357
North Vancouver.....	181	26	764	191	51	89	1,289
Penticton.....	63	5	385	65	43	3	419
Port Alberni.....	76	23	314	115	60	.....	346
Prince George.....	235	43	707	281	158	22	794
Prince Rupert.....	69	24	237	44	36	2	358
Princeton.....	44	9	104	42	35	.....	105
Trail.....	115	10	306	184	88	20	313
Vancouver.....	5,615	3,558	11,652	3,323	1,289	557	18,342
Vernon.....	42	10	467	39	37	2	597
Victoria.....	589	168	1,650	787	360	140	2,351
Whitehorse.....	61	26	141	50	33	3	162
<b>Canada</b> .....	<b>61,972</b>	<b>28,134</b>	<b>163,983</b>	<b>66,602</b>	<b>31,864</b>	<b>9,055</b>	<b>220,783</b>
Males.....	39,864	15,595	118,963	39,283	22,100	5,101	164,343
Females.....	25,108	12,539	45,020	27,319	12,764	3,954	56,440

**TABLE D-6.—APPLICATIONS RECEIVED AND PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES 1939-1949**

Year	Applications			Placements		
	Male	Female	Total	Male	Female	Total
1939.....	579,645	208,327	787,972	270,020	114,862	384,882
1940.....	653,445	235,150	888,595	336,507	138,599	475,106
1941.....	568,695	262,767	831,462	331,997	175,766	507,763
1942.....	1,044,610	499,519	1,544,129	597,161	295,460	895,621
1943.....	1,681,411	1,008,211	2,689,622	1,239,900	704,126	1,944,026
1944.....	1,583,010	902,273	2,485,283	1,101,854	638,063	1,739,917
1945.....	1,855,036	661,948	2,516,984	1,095,641	397,940	1,493,581
1946.....	1,464,533	494,164	1,958,697	624,052	235,360	859,412
1947.....	1,189,646	439,577	1,629,223	549,376	220,473	769,849
1948.....	1,197,295	459,332	1,656,627	497,916	214,424	712,340
1949 (48 weeks).....	1,158,060	456,382	1,614,442	431,570	202,493	634,063



## E—Unemployment Insurance

**TABLE E-1.—REGISTRATIONS OF EMPLOYERS AND EMPLOYEES BY REGIONS,  
FROM APRIL 1, 1948 TO NOVEMBER 30, 1948 AND FROM APRIL 1, 1949 TO  
NOVEMBER 30, 1949**

Region	1948		1949	
	Employers Registered	Insured Persons Registered	Employers Registered	Insured Persons Registered
Maritimes.....	15,753	254,910	18,821	313,863
Quebec.....	55,430	983,046	57,436	999,568
Ontario.....	76,061	1,364,035	80,789	1,439,038
Prairie.....	39,739	526,387	42,302	539,076
Pacific.....	24,071	367,659	24,983	372,585
Total for Canada.....	211,054	3,496,037	224,331	3,664,130

**TABLE E-2.—PERSONS ON THE LIVE UNEMPLOYMENT REGISTER BY NUMBER  
OF DAYS CONTINUOUSLY ON THE REGISTER, SEX AND PROVINCE AS OF  
NOVEMBER 30, 1949**

Province and Sex	TOTAL	6 days and under	7-12 days	13-24 days	25-48 days	49-72 days	73 days and over
Newfoundland.....	86	25	5	11	18	9	18
Male.....	74	22	5	8	16	7	16
Female.....	12	3		3	2	2	2
(Male).....	(4,991)	(1,816)	(276)	(552)	(809)	(618)	(920)
(Female).....	(118)	(12)	(9)	(14)	(28)	(15)	(40)
Prince Edward Island.....	738	265	94	106	88	42	143
Male.....	577	228	73	88	64	23	101
Female.....	161	37	21	18	24	19	42
Nova Scotia.....	9,426	2,515	948	1,460	1,739	1,031	1,724
Male.....	8,215	2,298	853	1,295	1,464	880	1,425
Female.....	1,211	217	95	174	275	151	299
New Brunswick.....	9,466	2,720	1,063	1,341	1,549	866	1,927
Male.....	7,877	2,398	923	1,100	1,265	683	1,508
Female.....	1,589	322	149	241	284	183	419
Quebec.....	56,953	16,393	7,112	8,352	10,100	5,600	9,396
Male.....	43,351	13,340	5,531	6,326	7,614	4,111	6,429
Female.....	13,602	3,053	1,581	2,026	2,486	1,489	2,967
Ontario.....	53,007	24,143	5,363	6,829	6,662	3,383	6,627
Male.....	41,727	21,317	4,093	5,159	4,557	2,252	4,349
Female.....	11,280	2,826	1,270	1,670	2,105	1,131	2,278
Manitoba.....	8,423	3,214	919	1,411	1,332	499	1,048
Male.....	5,814	2,434	728	1,029	734	259	630
Female.....	2,609	780	191	382	598	240	418
Saskatchewan.....	4,274	1,576	473	798	686	261	480
Male.....	3,311	1,342	401	649	478	162	279
Female.....	963	234	72	149	208	99	201
Alberta.....	4,738	1,806	555	668	812	307	590
Male.....	3,480	1,480	420	450	522	193	415
Female.....	1,258	326	135	218	290	114	175
British Columbia.....	25,263	7,692	2,982	4,146	4,352	2,109	3,982
Male.....	19,698	6,201	2,242	3,297	3,478	1,501	2,979
Female.....	5,565	1,491	740	849	874	608	1,003
TOTAL.....	172,374	60,349	19,514	25,131	27,338	14,107	25,935
MALE.....	134,124	51,060	15,269	19,401	20,192	10,071	18,131
FEMALE.....	38,250	9,289	4,245	5,730	7,146	4,036	7,804

**TABLE E-3.—CLAIMS FOR BENEFIT, FEBRUARY, 1942 TO NOVEMBER, 1949**

	1942	1943	1944	1945	1946	1947	1948 <sup>(1)</sup>	1949 <sup>(1)</sup>
January.....		4,637	11,751	20,412	71,932	63,681	109,311	140,305
February.....	663	4,822	12,284	14,990	59,098	47,141	88,016	108,759
March.....	4,124	5,046	10,667	13,307	50,706	43,675	76,248	103,402
April.....	2,925	3,953	6,463	8,430	35,781	35,859	59,265	68,979
May.....	2,799	2,027	4,654	8,825	34,777	27,603	42,257	63,692
June.....	4,629	1,772	3,226	10,857	30,646	21,365	39,644	53,114
July.....	2,668	1,087	3,106	10,886	27,676	20,034	38,790	49,586
August.....	1,855	1,370	3,241	20,557	25,115	17,281	32,182	57,750
September.....	1,118	1,013	3,715	40,473	28,555	25,847	33,036	59,080
October.....	1,058	1,475	6,222	36,717	34,891	34,743	43,620	77,091
November.....	1,748	2,896	11,798	53,325	37,111	47,372	73,119	124,889
December.....	3,337	6,562	13,770	57,612	52,479	79,849	114,506	.....
Total.....	26,924	36,660	90,897	296,391	488,667	464,450	749,994	906,647

(1) Revised claims included. See Table E-4 for analysis of claims filed at local offices.

**TABLE E-4.—CLAIMS FOR BENEFIT BY PROVINCES, NOVEMBER, 1949**

Province	Claims filed at Local Offices				Disposal of Claims (including claims pending from previous months)			
	Total	Initial	Renewal	Revised	Entitled to Benefit	Not Entitled to Benefit	Referred to Appeal	Pending
Newfoundland.....	104 (2,643)	89 (2,252)	9 (140)	6 (251)	32 (2,401)	47 (409)	..... (24)	50 (1,306)
Prince Edward Island.....	514	316	180	18	326	79	1	163
Nova Scotia.....	5,930	3,200	2,194	536	4,297	994	42	1,425
New Brunswick.....	5,769	3,325	2,036	408	4,512	906	15	1,228
Quebec.....	36,630	21,492	12,023	3,115	26,494	5,586	235	10,738
Ontario.....	44,026	24,906	15,890	3,230	31,999	5,769	375	10,824
Manitoba.....	6,026	3,604	1,827	595	4,157	1,123	122	1,353
Saskatchewan.....	3,502	2,235	975	292	2,330	606	39	969
Alberta.....	3,918	2,464	1,078	376	2,676	727	40	1,090
British Columbia.....	18,470	10,549	6,496	1,425	12,902	2,988	113	5,125
Total Canada, November, 1949	124,889	72,180	42,708	10,001	89,725	18,816 <sup>(1)</sup>	982	32,995
Total Canada, October, 1949...	77,091	43,421	25,928	7,742	56,827	14,240 <sup>(2)</sup>	802	18,322
Total Canada, November, 1948	73,119	42,405	24,021	6,693	48,774	13,499 <sup>(3)</sup>	793	21,734

(1) In addition, there were 693 special requests not granted.

(2) In addition, there were 392 special requests not granted.

(3) In addition, there were 342 special requests not granted.

N.B. Figures in parenthesis are for unemployment assistance in Newfoundland. They are not included in totals.

**TABLE E-5.—CLAIMANTS NOT ENTITLED TO BENEFIT**

Chief Reasons for Non-Entitlement	Month of November 1948	Month of November 1949	Cumulative Total for Current Fiscal Year
Insufficient contributions while in insurable employment.....	5,564	9,366	44,569
Not unemployed.....	558	465	4,195
Not capable of and not available for work.....	608	832	6,728
Loss of work due to a labour dispute.....	261	106	2,027
Refused offer of work and neglected opportunity to work.....	1,162	788	10,509
Discharged for misconduct.....	581	849	5,304
Voluntarily left employment without just cause.....	3,745	4,969	28,677
Other reasons (1).....	1,020	1,441	8,975
Total.....	13,499	18,816	110,984

(1) These include: Claims not made in prescribed manner; failure to carry out written directions; claimants being in class "O" contributions; claimants being inmates of prisons, etc.

**TABLE E-6.—NUMBER OF PERSONS RECEIVING BENEFIT DURING WEEK NOVEMBER 12 TO 18 INCLUSIVE AND NUMBER COMMENCING BENEFIT, NUMBER OF DAYS BENEFIT PAID AND AMOUNT OF BENEFIT PAID DURING MONTH OF NOVEMBER, 1949**

Province	Number Receiving Benefit During week November 12 to 18 inclusive	Number Commencing Benefit During Month	Number of Days Benefit Paid	Amount of Benefit Paid (in dollars)
Newfoundland.....	23 (2,761)	15 (1,355)	1,033 (66,785)	2,523 (170,439)
Prince Edward Island.....	419	197	8,136	16,897
Nova Scotia.....	6,690	3,212	128,348	298,401
New Brunswick.....	6,468	3,323	118,970	278,049
Quebec.....	37,322	20,284	792,064	1,804,868
Ontario.....	27,772	19,709	614,410	1,383,407
Manitoba.....	4,868	3,228	104,319	229,246
Saskatchewan.....	2,401	1,751	49,964	111,726
Alberta.....	3,077	2,133	60,430	139,064
British Columbia.....	15,280	9,850	300,456	784,192
Total, Canada, November, 1949.....	104,320	63,702	2,178,130	5,048,373
Total, Canada, October, 1949.....	.....	41,811	1,675,017	3,845,541
Total, Canada, November, 1948.....	.....	37,953	1,106,864	2,283,353

**TABLE E-7.—UNEMPLOYMENT INSURANCE FUND**  
**STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941 to NOVEMBER 30, 1949**

Fiscal Year Ended March 31	CONTRIBUTIONS (Gross less refunds)						RECEIPTS			DISBURSEMENTS	
	Stamps	Meter	Bulk	Total Employer and Employee	Government	Fines	Interest on Investments and Profit on Sale of Securities	Total Revenue	Benefit Payments	Balance in Fund	
1942.....	22,436,001 56	7,209,053 48	6,790,549 01	36,435,609 05	7,287,121 81	\$	\$	\$	\$	\$	
1943.....	30,408,651 15	13,645,253 63	13,380,741 65	57,434,651 43	11,487,057 90	638 11	1,840,448 56	70,702,796 00	716,012 75	43,964,246 68	
1944.....	31,565,232 54	13,205,897 37	16,949,655 09	61,720,735 00	12,344,421 74	1,323 67	3,972,047 14	78,038 577 55	1,721,666 29	114,011,029 93	
1945.....	32,784,177 12	11,926,369 85	19,018,308 47	63,728,855 44	12,746,179 30	2,041 02	6,195,926 42	82,673,002 18	4,956,483 51	190,327,941 19	
1946.....	34,964,766 96	10,816,365 63	16,785,437 07	62,566,589 66	12,513,778 66	2,303 66	6,116,768 84	81,199,440 82	31,993,240 34	268,034,459 86	
1947.....	41,042,425 28	11,500,028 37	23,472,577 26	76,015,030 91	15,203,457 58	3,820 43	7,529,985 56	98,752,204 48	43,114,329 18	317,240,660 34	
1948.....	38,768,926 38	11,508,638 62	33,593,269 47	83,870,834 47	16,366,400 70	5,322 60	9,560,776 12	109,803,333 88	34,947,020 32	372,878,625 64	
1949.....	46,686,689 27	14,363,308 41	37,531,562 30	98,581,559 98	-0,024,013 71	8,359 08	12,113,317 56	131,627,250 33	40,826,752 16	447,734,939 21	
April.....	4,659,575 10	1,397,731 77	2,729,335 56	8,786,642 43	969,568 37	1,190 00	1,078,855 51	10,826,256 31	7,944,066 04	529,535,487 38	
May.....	3,882,190 78	1,083,371 36	2,911,585 00	7,877,147 14	1,574,182 43	1,250 00	1,103,618 19	10,556,197 76	5,508,863 01	532,417,627 65	
June.....	4,142,564 77	1,172,772 22	3,044,609 46	8,359,940 45	1,671,443 95	1,454 00	1,119,134 83	11,151,979 23	4,109,708 12	537,404,962 40	
July.....	4,122,196 18	1,284,065 53	3,226,412 12	8,632,673 83	1,726,653 38	1,157 10	1,137,124 22	11,497,608 53	3,381,091 58	544,507,233 51	
August.....	4,208,807 86	1,104,055 98	3,252,116 82	8,564,980 66	1,713,434 31	1,113 55	1,156,157 96	11,435,686 48	3,713,885 12	552,623,750 46	
September.....	4,815,552 07	1,215,256 28	3,132,075 17	9,162,883 52	1,814,427 80	1,637 00	1,192,952 86	12,171,901 18	3,669,715 08	560,345,551 82	
October.....	4,489,023 31	1,176,699 41	3,207,662 10	8,873,384 82	1,794,089 38	2,021 50	1,265,270 78	11,934,766 48	3,841,811 48	568,847,737 92	
November.....	4,576,901 29	1,203,865 64	3,360,446 27	9,141,213 20	1,721,995 05	1,565 00	1,279,433 72	12,144,206 97	5,045,183 99	576,940,692 92	
SUB TOTAL.....	34,896,811 36	9,637,818 19	24,864,242 50	69,398,872 05	12,975,794 67	11,388 15	9,332,548 07	91,718,602 94	37,214,324 42	584,039,715 90	
GRAND TOTAL.....	313,553,701 62	103,812,743 55	192,386,342 82	609,752,787 99	121,848,226 07	35,196 72	56,931,087 01	788,567,297 79	204,527,881 80	584,039,715 90	

CONTRIBUTIONS FOR ARMED SERVICE (included in "Bulk" column)

To March 31, 1949..... \$42,662,104 41  
 April 1, 1949 to date..... 3,028,742 51  
 Total..... \$ 45,990,846 92



# F—Prices

**TABLE F-1.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA**

Prices as at the beginning of each Month  
(Calculated by the Dominion Bureau of Statistics)

	Percent- age Increase since August 1, 1939	On base of average prices in 1935-39 as 100*							Retail Prices Index (Com- modities only)†
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnish- ings and Services	Miscel- laneous	
1914.....		79.7	92.2	72.1	75.1	88.3		69.6	
1915.....		80.7	93.7	69.8	73.8	96.4		70.0	
1916.....		87.0	103.9	70.6	75.4	109.8		74.1	
1917.....		102.4	134.3	75.8	83.8	129.1		80.7	
1918.....		115.6	154.2	80.0	92.6	151.0		90.3	
1919.....		126.5	164.8	87.3	100.7	173.6		100.0	
1920.....		145.4	189.5	100.1	120.2	211.9		109.3	
1921.....		129.9	145.5	109.4	128.1	172.0		111.4	
1922.....		120.4	123.3	114.0	122.7	145.7		111.4	
1923.....		120.7	124.1	116.9	122.5	143.8		110.7	
1924.....		118.8	121.6	117.4	118.9	140.8		108.6	
1925.....		119.8	127.2	117.4	116.8	140.3		106.5	
1926.....		121.8	133.3	115.9	116.8	139.1		106.1	
1927.....		119.9	130.8	114.5	114.4	135.6		105.1	
1928.....		120.5	131.5	117.3	113.2	135.5		104.8	
1929.....		121.7	134.7	119.7	112.6	134.8		105.0	
1930.....		120.8	131.5	122.7	111.8	130.6		105.4	
1931.....		109.1	103.1	119.4	110.0	114.3		103.3	
1932.....		99.0	85.7	109.7	106.8	100.6		100.4	
1933.....		94.4	84.9	98.6	102.5	93.3		98.2	
1934.....		95.6	92.7	93.1	102.1	97.1		97.8	
1935.....		96.2	94.6	94.0	100.9	97.6	95.4	98.7	95.9
1936.....		98.1	97.8	96.1	101.5	99.3	97.2	99.1	98.1
1937.....		101.2	103.2	99.7	98.9	101.4	101.5	100.1	102.0
1938.....		102.2	103.8	103.1	97.7	100.9	102.4	101.2	102.8
1939.....		101.5	100.6	103.8	101.2	100.7	101.4	101.4	101.0
1940.....	4.8	105.6	105.6	106.3	107.1	109.2	107.2	102.3	106.6
1941.....	10.8	111.7	116.1	109.4	110.3	116.1	113.8	105.1	114.9
1942.....	16.1	117.0	127.2	111.3	112.8	120.0	117.9	107.1	122.4
1943.....	17.5	118.4	130.7	111.5	112.9	120.5	118.0	108.0	124.5
1944.....	18.0	118.9	131.3	111.9	110.6	121.5	118.4	108.9	125.2
1945.....	18.6	119.5	133.0	112.1	107.0	122.1	119.0	109.4	126.2
1946.....	22.6	123.6	140.4	112.7	107.4	126.3	124.5	112.6	132.1
1947.....	34.4	135.5	159.5	116.7	115.9	143.9	141.6	117.0	148.3
1948.....	53.8	155.0	195.5	120.7	124.8	174.4	162.6	123.4	177.4
1946									
January.....	18.9	119.9	132.8	112.3	107.1	122.6	119.5	110.9	126.3
April.....	19.8	120.8	135.1	112.3	107.2	123.2	120.7	111.0	127.8
July.....	24.1	125.1	144.2	112.6	107.2	126.4	125.1	113.7	134.4
October.....	25.8	126.8	146.5	113.4	107.3	130.2	128.8	113.9	136.9
1947									
January.....	26.0	127.0	145.5	113.4	109.0	131.5	129.8	114.7	136.9
April.....	29.6	130.6	151.6	113.4	109.1	136.9	137.2	116.3	142.3
July.....	34.8	135.9	159.8	117.8	117.3	143.2	142.5	117.2	149.1
October.....	41.1	142.2	171.3	119.9	121.9	154.2	149.9	117.6	158.5
1948									
January.....	47.1	148.3	182.2	119.9	120.4	161.2	158.4	122.6	167.1
February.....	48.9	150.1	186.1	119.9	120.1	165.1	159.9	122.8	170.0
March.....	49.6	150.8	185.9	119.9	121.0	169.9	161.2	122.8	171.0
April.....	50.4	151.6	186.8	119.9	121.3	172.9	161.9	122.9	172.2
May.....	52.1	153.3	191.2	120.9	122.7	173.6	161.9	122.9	174.6
June.....	55.1	154.3	193.9	120.9	124.3	174.8	162.0	122.7	176.4
July.....	55.7	156.9	201.3	120.9	124.5	175.4	162.8	123.1	180.4
August.....	56.3	157.5	202.6	120.9	127.7	175.9	161.4	123.4	181.3
September.....	57.6	158.9	203.9	121.0	128.5	179.9	164.2	124.4	183.5
October.....	58.3	159.6	205.4	121.0	128.8	181.0	165.1	124.4	184.6
November.....	58.3	159.6	204.7	121.0	129.0	181.5	166.0	124.6	184.5
December.....	57.6	158.9	202.0	121.7	129.1	181.5	166.2	124.6	183.2
1949									
January.....	58.3	159.6	202.2	121.7	130.0	181.9	167.0	126.6	183.5
February.....	58.2	159.5	200.4	121.7	130.8	181.8	167.8	128.1	183.3
March.....	57.9	159.2	199.1	121.7	131.0	182.7	167.9	128.1	182.8
April.....	58.0	159.3	198.5	122.4	131.0	183.2	168.0	128.4	182.6
May.....	58.2	159.5	199.5	122.4	129.1	183.3	168.1	128.4	183.0
June.....	59.2	160.5	202.9	122.4	128.7	183.3	167.7	128.4	184.6
July.....	60.8	162.1	207.2	123.4	129.1	183.3	167.5	128.5	186.8
August.....	61.6	162.8	209.2	123.4	129.5	183.2	167.4	128.9	187.9
September.....	61.0	162.3	207.0	123.9	130.1	183.5	167.4	128.9	186.9
October.....	60.9	162.2	205.0	123.9	134.1	184.1	167.2	130.2	186.5
November.....	60.4	161.7	203.3	123.9	135.1	183.7	167.4	130.2	185.7
December.....	60.2	161.5	201.9	125.0	135.2	183.7	167.1	130.5	185.0

\* For the period 1914 to 1934 the former series on the bases 1926=100 was converted to the bases 1935-1939=100.  
† Commodities in the cost-of-living index excluding rents and services.

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS.

Locality	Beef					Veal, front roll (boneless), per lb.	Lamb, leg roast, per lb.	Pork		Bacon, side, fancy, sliced, rind-on, per lb.
	Sirloin steak, per lb.	Round steak, per lb.	Rib, roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, boneless, per lb.			Fresh loins, centre cut, (chops or roast) per lb.	Fresh shoulders, hock-off, per lb.	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
<b>P.E.I.—</b>										
1—Charlottetown.....	70·7	66·8	.....	48·5	.....	.....	65·0	66·0	52·5	71·8
<b>Nova Scotia—</b>			b							
2—Halifax.....	68·7	63·4	59·1	44·3	43·5	45·3	68·2	62·4	46·3	68·8
3—New Glasgow.....	75·7	70·6	67·1	49·5	49·2	.....	69·0	65·8	55·0	74·7
4—Sydney.....	79·5	71·1	62·6	54·5	49·1	.....	66·0	64·5	50·0	70·6
5—Truro.....	69·3	63·2	.....	44·6	45·4	.....	.....	65·2	.....	73·1
<b>New Brunswick—</b>										
6—Fredericton.....	72·1	64·3	62·3	44·2	41·7	52·5	65·5	59·7	44·5	72·3
7—Moncton.....	72·1	67·7	67·1	47·1	43·1	.....	66·4	65·1	45·5	73·1
8—Saint John.....	72·0	66·0	b 60·8	43·9	42·2	.....	68·9	64·1	42·2	71·4
<b>Quebec—</b>										
9—Chicoutimi.....	75·4	69·7	62·7	47·6	40·0	.....	.....	57·4	50·4	80·0
10—Hull.....	65·9	64·4	60·6	46·7	43·6	50·0	69·3	59·6	44·8	66·7
11—Montreal.....	74·6	69·9	67·2	44·2	41·3	50·0	71·0	58·6	45·6	70·5
12—Quebec.....	73·0	68·7	65·2	42·3	40·7	57·6	69·0	52·3	43·8	64·6
13—St. Hyacinthe.....	67·3	62·6	61·3	40·1	33·7	53·7	.....	60·0	45·2	72·0
14—St. Johns.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
15—Sherbrooke.....	78·9	71·7	66·0	46·3	38·0	56·0	.....	59·6	48·0	70·0
16—Sorel.....	67·2	62·5	62·5	38·6	39·7	.....	.....	60·1	45·0	71·0
17—Thetford Mines.....	63·7	62·5	.....	43·3	.....	.....	.....	55·0	45·0	.....
18—Three Rivers.....	78·3	69·9	61·9	43·4	38·5	.....	.....	57·6	45·9	71·6
<b>Ontario—</b>										
19—Belleville.....	67·5	67·0	65·5	48·3	46·4	.....	71·7	61·4	44·6	69·2
20—Brantford.....	70·0	67·1	65·4	50·7	46·4	52·3	68·3	66·8	43·1	70·7
21—Brockville.....	74·0	71·5	67·5	48·0	49·5	.....	71·3	67·4	52·0	75·1
22—Chatham.....	71·7	69·7	70·1	51·0	47·3	.....	72·7	70·3	53·4	72·1
23—Cornwall.....	70·3	68·7	66·7	47·2	49·4	.....	72·3	64·8	46·6	74·0
24—Fort William.....	64·3	60·2	63·5	47·0	44·8	.....	.....	65·9	52·7	77·5
25—Galt.....	71·5	67·3	64·3	49·7	46·7	.....	.....	67·3	48·3	72·0
26—Guelph.....	70·8	68·8	68·0	51·6	49·8	55·6	72·0	66·1	42·3	69·5
27—Hamilton.....	71·2	69·1	67·9	49·5	47·9	58·9	71·9	66·7	41·4	70·4
28—Kingston.....	66·7	64·7	61·8	47·3	44·8	.....	67·8	64·3	40·9	68·8
29—Kitchener.....	71·1	68·7	65·2	49·5	47·6	54·2	70·2	65·4	43·9	72·0
30—London.....	70·3	68·9	64·7	49·1	46·5	52·0	73·2	65·9	41·7	71·7
31—Niagara Falls.....	69·8	66·9	65·2	49·3	49·0	56·3	74·0	65·9	44·9	71·1
32—North Bay.....	69·4	68·0	65·5	48·8	47·5	.....	67·3	65·7	44·0	71·9
33—Oshawa.....	68·6	68·3	66·4	49·7	46·6	48·0	.....	65·1	40·7	67·7

# COAL AND RENTALS BY CITIES, DECEMBER, 1949

Locality	Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A" large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, plain, mild, per $\frac{1}{4}$ lb. package	Bread, plain, white, wrapped, per lb.	Flour, first grade, per lb.	Rolled oats, package, per lb.	Corn flakes, 8 oz. package
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
<b>P.E.I.—</b>										
1—Charlottetown.....	24.9	32.1	65.1	16.0	68.6	33.2	10.7	7.7	9.8	16.3
<b>Nova Scotia—</b>										
2—Halifax.....	25.3	30.8	62.6	19.0	69.3	31.2	11.2	7.7	11.6	15.8
3—New Glasgow.....	23.8	30.6	70.5	19.0	68.6	32.2	12.0	.....	11.3	16.4
4—Sydney.....	23.8	29.9	70.6	20.0	69.9	32.1	10.0	7.3	10.3	16.4
5—Truro.....	24.7	30.6	66.7	18.0	69.0	33.1	12.0	7.7	9.9	15.5
<b>New Brunswick—</b>										
6—Fredericton.....	25.0	31.2	68.0	17.0	68.6	31.9	11.3	7.6	8.8	15.3
7—Moncton.....	25.8	31.5	68.6	17.0	68.2	31.0	11.3	7.8	10.5	15.7
8—Saint John.....	24.3	30.9	66.7	18.0	68.8	31.9	11.3	7.8	10.1	15.0
<b>Quebec—</b>										
9—Chicoutimi.....	24.8	33.0	68.3	17.0	64.4	32.0	9.3	7.8	.....	17.7
10—Hull.....	20.5	30.7	60.2	18.0	64.0	29.7	10.0	7.0	10.6	14.3
11—Montreal.....	22.8	31.7	60.9	17.5	64.5	29.7	10.0	7.0	10.7	14.7
12—Quebec.....	22.7	31.3	62.9	17.0	64.5	31.0	9.0	7.0	10.7	15.1
13—St. Hyacinthe.....	21.8	30.5	59.6	16.0	64.5	29.7	8.7	7.2	10.8	15.0
14—St. Johns.....	24.2	30.8	63.3	16.0	65.3	30.7	8.7	7.5	10.5	15.0
15—Sherbrooke.....	22.9	30.0	63.1	17.0	64.6	30.6	10.2	7.5	10.6	15.3
16—Sorel.....	22.5	30.2	63.5	16.0	64.7	29.7	8.7	7.3	10.8	15.0
17—Thetford Mines.....	25.4	30.3	65.0	16.0	64.4	30.7	9.3	7.9	10.3	15.5
18—Three Rivers.....	21.7	29.6	61.7	17.0	62.9	30.6	8.7	7.3	10.4	15.4
<b>Ontario—</b>										
19—Belleville.....	23.8	30.7	57.1	18.0	65.5	29.6	10.0	7.2	9.8	14.7
20—Brantford.....	22.5	30.2	59.4	18.0	64.6	28.8	10.0	7.1	9.9	14.5
21—Brookville.....	23.3	30.9	58.5	18.0	64.9	29.0	10.0	7.2	10.5	14.5
22—Chatham.....	22.8	31.7	57.2	18.0	65.6	29.6	10.0	7.1	10.7	14.7
23—Cornwall.....	23.2	30.2	61.4	18.0	65.5	29.0	10.0	7.1	9.5	13.9
24—Fort William.....	23.0	30.3	65.6	20.0	64.9	31.1	10.7	7.2	9.7	15.2
25—Galt.....	22.3	31.0	56.6	18.0	65.1	29.4	10.0	7.3	10.3	14.7
26—Guelph.....	22.4	30.8	59.7	18.0	65.2	28.6	10.0	7.0	10.8	14.5
27—Hamilton.....	23.2	31.3	58.0	19.0	66.0	29.1	10.0	7.2	10.6	14.7
28—Kingston.....	22.9	31.2	58.3	18.0	64.2	29.4	9.3	7.1	10.1	14.5
29—Kitchener.....	23.2	31.7	56.4	18.0	65.5	29.1	10.0	7.3	10.0	14.3
30—London.....	23.2	30.9	58.5	18.0	65.3	29.5	10.0	7.2	10.6	14.3
31—Niagara Falls.....	23.9	31.0	62.6	19.0	66.1	29.2	9.3	7.1	10.0	14.8
32—North Bay.....	25.7	31.7	63.0	18.0	67.7	30.3	10.3	7.5	11.0	15.6
33—Oshawa.....	23.0	30.8	58.5	18.0	64.5	28.8	10.0	7.2	10.0	15.0



TABLE F-4.—RETAIL PRICES OF STAPLE FOODS,

Locality	Beef					Veal, front roll (boneless) per lb.	Lamb, leg roast, per lb.	Pork		Bacon, side, fancy, sliced, rind-on, per lb.
	Sirloin steak, per lb.	Round steak, per lb.	Rib, roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, boneless, per lb.			Fresh loins, centre cut, (chops or roast) per lb.	Fresh shoulders, hock-off, per lb.	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
34—Ottawa.....	69.2	66.8	65.9	47.7	45.7	51.7	71.5	64.1	47.8	74.5
35—Owen Sound.....	70.0	66.7	67.4	49.9	45.3	.....	.....	65.6	48.2	68.8]
36—Peterborough.....	71.6	70.3	67.6	51.4	48.7	50.7	72.0	65.3	42.7	72.6]
37—Port Arthur.....	60.9	58.3	59.4	45.4	44.7	.....	67.5	60.9	48.0	76.9
38—St. Catharines.....	68.8	67.4	64.8	48.6	49.0	.....	.....	66.6	44.0	67.5
39—St. Thomas.....	69.1	68.5	64.7	49.9	45.7	51.0	69.0	64.3	44.5	71.2
40—Sarnia.....	69.1	67.7	63.7	49.5	47.0	53.0	.....	65.3	45.9	68.3
41—Sault Ste. Marie.....	68.9	67.2	61.4	48.9	49.4	.....	.....	66.6	49.9	74.0
42—Stratford.....	67.4	67.4	64.4	47.8	45.2	.....	.....	65.6	42.3	71.5
43—Sudbury.....	69.3	68.6	63.4	49.7	49.3	50.0	69.5	64.6	48.3	71.4
44—Timmins.....	68.4	66.7	63.5	47.8	47.1	52.4	68.6	64.3	46.2	68.7
45—Toronto.....	71.8	68.3	69.5	51.7	47.6	57.1	71.7	65.8	40.7	69.0
46—Welland.....	68.4	65.1	59.7	47.0	42.9	.....	.....	64.3	48.7	68.8
47—Windsor.....	68.0	64.8	61.9	47.1	48.4	.....	69.6	65.1	43.7	68.1
48—Woodstock.....	70.5	68.3	65.2	48.6	45.7	.....	69.3	64.6	41.0	72.6
<b>Manitoba—</b>										
49—Brandon.....	60.0	55.7	..... b	41.0	41.7	.....	.....	65.0	.....	79.0
50—Winnipeg.....	62.4	55.7	56.9	42.3	42.2	47.0	62.8	61.2	46.8	77.1
<b>Saskatchewan—</b>										
51—Moose Jaw.....	65.0	61.4	63.2	45.7	46.7	48.2	66.0	62.1	46.5	81.1
52—Prince Albert.....	60.8	56.3	57.4	41.2	43.0	49.0	.....	61.8	47.7	78.3
53—Regina.....	62.5	59.1	59.6	43.3	44.5	52.9	65.0	62.3	47.3	80.6
54—Saskatoon.....	59.9	57.9	60.0	42.3	44.9	54.6	65.0	61.8	46.5	78.9
<b>Alberta—</b>			b							
55—Calgary.....	66.5	62.1	64.6	45.9	45.9	48.9	68.8	63.7	51.3	84.7
56—Drumheller.....	65.7	63.7	63.5	46.7	45.3	46.0	.....	67.8	52.6	87.5
57—Edmonton.....	63.5	59.2	60.1	42.5	43.5	51.6	63.6	60.7	44.9	82.1
58—Lethbridge.....	68.0	63.0	65.0	45.5	45.5	54.3	70.0	61.5	48.7	87.4
<b>British Columbia—</b>										
59—Nanaimo.....	75.8	72.0	74.0	51.2	53.0	.....	76.4	66.6	56.3	88.4
60—New Westminster.....	70.1	64.9	66.1	48.3	48.3	51.7	69.2	64.4	49.3	81.8
61—Prince Rupert.....	76.4	70.4	75.3	48.6	48.7	.....	78.7	71.6	55.0	92.9
62—Trail.....	72.4	68.5	69.9	47.5	52.0	58.0	73.0	71.2	61.6	86.0
63—Vancouver.....	75.8	69.0	71.9	50.4	51.3	59.7	73.4	64.6	53.5	81.9
64—Victoria.....	76.4	68.5	70.6	50.3	51.4	57.7	73.3	64.8	49.7	82.8

**COAL AND RENTALS BY CITIES, DECEMBER, 1949**

Locality	Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A" large, per dozen	Milk, per quart	Butter, creamery, prints per lb.	Cheese, plain, mild, per ½ lb. package	Bread, plain, white, wrapped, per lb.	Flour, first grade, per lb.	Roll'd oats, package, per lb.	Corn flakes, 8 oz. package
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
34—Ottawa.....	22.1	30.5	61.3	18.0	65.9	30.0	10.0	7.3	10.1	14.5
35—Owen Sound.....	22.9	30.9	56.5	18.0	65.4	28.9	10.0	7.4	9.7	14.0
36—Peterborough.....	21.2	29.9	58.7	18.0	64.8	29.5	10.0	7.2	10.3	14.1
37—Port Arthur.....	23.6	30.6	69.8	20.0	64.1	30.7	10.7	7.2	9.4	15.1
38—St. Catharines....	23.1	30.2	62.6	19.0	65.9	29.2	9.3	7.0	10.0	14.5
39—St. Thomas.....	23.3	30.5	59.9	18.0	66.2	30.2	10.0	7.3	10.3	14.5
40—Sarnia.....	22.9	31.8	60.3	18.0	66.7	29.8	10.0	7.3	10.5	14.5
41—Sault Ste. Marie.....	23.6	30.2	64.3	20.0	65.3	30.0	10.7	7.4	10.4	14.5
42—Stratford.....	23.7	32.0	56.1	18.0	64.4	29.9	10.0	6.8	10.4	14.0
43—Sudbury.....	24.3	30.8	63.6	20.0	66.1	29.9	10.7	7.6	10.7	15.1
44—Timmins.....	23.9	31.1	63.3	20.0	64.9	30.1	11.3	7.6	10.6	15.0
45—Toronto.....	23.4	30.7	58.8	19.0	65.2	28.4	10.0	7.1	10.1	14.1
46—Welland.....	23.4	31.2	60.0	19.0	65.4	29.2	10.7	7.0	9.7	14.1
47—Windsor.....	22.8	30.6	58.1	19.0	65.5	29.3	10.0	7.2	10.5	14.6
48—Woodstock.....	22.9	30.6	55.8	18.0	65.0	29.6	10.0	6.7	9.4	14.9
<b>Manitoba—</b>										
49—Brandon.....	23.5	32.3	59.7	16.0	63.6	31.0	10.7	7.3	8.4	15.6
50—Winnipeg.....	21.7	30.2	62.0	17.0	63.6	30.1	11.0	7.0	9.6	14.9
<b>Saskatchewan—</b>										
51—Moose Jaw.....	20.6	32.1	.....	18.0	62.7	29.9	11.2	7.1	9.1	15.1
52—Prince Albert.....	24.3	32.2	66.3	17.0	63.7	29.5	9.6	7.3	8.8	14.7
53—Regina.....	23.1	33.4	58.1	17.0	62.3	30.2	11.2	7.3	8.7	15.1
54—Saskatoon.....	22.4	32.8	58.6	17.0	63.0	29.3	10.4	7.1	8.9	14.7
<b>Alberta—</b>										
55—Calgary.....	23.7	33.2	56.2	18.0	63.9	29.5	10.4	7.2	8.8	15.0
56—Drumheller.....	25.6	34.7	.....	20.0	65.7	30.2	11.2	7.6	10.5	15.4
57—Edmonton.....	24.2	33.5	54.4	17.0	63.7	30.0	10.4	7.1	9.1	14.5
58—Lethbridge.....	24.2	34.0	56.8	18.0	63.7	30.7	11.2	7.5	9.4	14.7
<b>British Columbia—</b>										
59—Nanaimo.....	27.8	31.8	56.7	20.0	66.0	31.5	12.5	7.4	10.2	15.3
60—New Westminster.....	24.6	29.2	56.5	17.0	64.9	29.9	11.7	7.3	9.8	14.8
61—Prince Rupert.....	27.5	32.0	64.7	25.0	67.1	33.4	14.0	7.9	11.0	16.1
62—Trail.....	26.5	34.0	66.2	20.0	66.1	30.9	13.0	7.6	9.3	15.4
63—Vancouver.....	25.6	30.0	55.5	17.0	64.6	30.3	12.8	7.2	9.7	14.7
64—Victoria.....	26.6	29.8	57.6	19.0	65.2	30.5	12.8	7.6	9.8	15.1

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS,

Locality	Canned Vegetables			Beans, common dry, white, per lb.	Onions, cooking, per lb.	Potatoes, per 10 lbs.	Prunes, bulk, per lb.	Raisins, seedless, bulk, per lb.	Oranges, per dozen	Lemons, per dozen	Jam, strawberry, per 32 oz. jar
	Tomatoes, choice, 24's (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin								
<b>P.E.I.—</b>											
1—Charlottetown.....	23.2	18.4	21.9	12.5	8.9	22.4	20.5	19.9	39.0	75.3	49.8
<b>Nova Scotia—</b>											
2—Halifax.....	22.5	18.4	20.7	13.1	7.9	25.8	22.6	18.6	37.0	58.4	47.9
3—New Glasgow.....	23.3	16.6	21.4	11.7	8.5	27.3	23.0	20.3	41.0	60.0	50.0
4—Sydney.....	20.6	18.4	21.9	12.2	8.5	28.4	24.1	19.9	38.7	67.2	47.5
5—Truro.....	20.8	16.9	20.8	12.1	8.3	24.7	23.4	20.7	35.5	66.9	50.5
<b>New Brunswick—</b>											
6—Fredericton.....	20.0	19.7	20.6	12.7	8.0	24.6	21.5	19.1	39.7	55.4	49.4
7—Moncton.....	20.7	19.6	20.7	12.3	8.6	24.8	21.2	20.5	42.0	55.3	50.1
8—Saint John.....	19.1	17.4	20.0	12.6	8.3	22.1	22.2	20.2	39.0	55.3	48.3
<b>Quebec—</b>											
9—Chicoutimi.....	17.3	19.3	20.6	13.0	9.4	33.3	.....	23.8	43.0	56.3	56.0
10—Hull.....	16.5	17.3	18.9	12.0	8.4	30.3	22.5	19.6	35.0	45.8	45.4
11—Montreal.....	15.9	16.4	18.2	12.4	7.9	26.8	22.5	20.3	36.0	44.0	45.2
12—Quebec.....	16.1	17.8	19.1	11.8	8.4	25.1	22.6	19.8	37.3	45.9	48.9
13—St. Hyacinthe.....	15.9	18.1	19.7	10.8	8.5	26.9	20.8	17.8	36.8	48.1	47.2
14—St. Johns.....	16.7	18.6	19.5	11.5	8.7	26.2	21.3	17.2	35.0	47.0	44.0
15—Sherbrooke.....	15.9	17.0	19.3	11.9	8.3	25.2	24.3	19.8	38.0	50.0	47.3
16—Sorel.....	17.5	18.6	19.9	11.7	9.8	28.3	21.5	20.5	35.0	45.8	45.6
17—Thetford Mines.....	16.8	17.2	20.7	12.5	8.4	25.5	22.6	18.2	39.0	56.6	48.9
18—Three Rivers.....	16.7	17.2	19.5	10.6	8.0	25.7	20.5	19.3	34.0	47.3	47.1
<b>Ontario—</b>											
19—Belleville.....	17.7	17.4	19.6	12.0	7.6	29.2	22.5	18.0	34.0	46.1	46.3
20—Brantford.....	19.5	16.9	19.9	11.4	7.6	30.9	22.2	18.1	36.7	52.2	44.3
21—Brockville.....	18.3	17.6	21.2	13.6	8.2	31.6	23.2	17.2	35.7	46.8	46.0
22—Chatham.....	19.5	16.9	19.2	11.0	7.3	28.1	23.0	18.7	33.5	50.1	46.7
23—Cornwall.....	17.3	16.4	18.9	12.1	8.7	30.1	20.3	19.0	39.0	45.5	47.6
24—Fort William.....	18.3	16.9	19.7	12.7	7.9	34.3	21.6	21.7	37.5	52.0	48.0
25—Galt.....	18.5	17.1	18.6	12.9	8.1	33.3	23.4	18.2	36.6	50.2	44.4
26—Guelph.....	19.8	16.3	19.5	12.5	7.7	33.7	23.5	18.0	37.7	50.9	44.9
27—Hamilton.....	19.0	16.0	18.7	13.2	8.0	32.2	25.1	18.8	39.1	52.6	44.6
28—Kingston.....	16.8	16.6	19.6	13.1	7.8	30.6	22.5	17.8	34.3	47.0	45.9
29—Kitchener.....	19.1	18.4	19.7	12.7	7.8	30.8	23.2	18.4	39.0	51.5	45.5
30—London.....	18.4	17.5	19.4	12.4	7.5	29.2	21.8	17.1	33.5	50.7	43.7
31—Niagara Falls.....	18.6	18.0	19.1	12.8	7.6	31.1	.....	18.0	39.0	53.0	46.3
32—North Bay.....	19.5	15.7	20.3	12.9	8.5	37.4	21.3	21.5	36.5	48.8	46.6
33—Oshawa.....	17.3	16.9	20.3	12.3	7.8	27.1	.....	19.5	.....	51.5	44.7



# COAL AND RENTALS BY CITIES, DECEMBER, 1949

Locality	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 2 lb. tin	Sugar		Coffee, medium, per lb.	Tea, black, medium, per ½ lb. package	Coal		Rent (a)
				Granulated, per lb.	Yellow, per lb.			Anthracite, per ton	Bituminous, per ton	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$	\$
<b>P.E.I.—</b>										
1—Charlottetown.....	27.7	39.0	35.5	9.6	9.4	84.6	50.2	.....	15.50	.....
<b>Nova Scotia—</b>										
2—Halifax.....	29.6	40.2	32.5	9.4	9.4	85.6	50.1	.....	16.75	29.00-33.00
3—New Glasgow.....	29.2	43.9	34.0	9.8	9.8	86.6	50.4	.....	.....	16.00-20.00
4—Sydney.....	29.1	42.3	31.9	10.1	10.0	81.5	50.8	.....	10.85	21.00-25.00
5—Truro.....	28.7	40.6	32.9	9.3	9.4	84.6	52.3	.....	15.45	.....
<b>New Brunswick—</b>										
6—Fredericton.....	28.4	43.3	32.6	9.7	9.6	78.0	50.0	.....	16.50	21.50-25.50
7—Moncton.....	29.0	42.6	31.8	9.9	9.9	79.5	50.0	.....	16.30	.....
8—Saint John.....	27.6	38.4	30.8	9.7	9.5	79.2	50.9	.....	17.25	22.50-26.50
<b>Quebec—</b>										
9—Chicoutimi.....	33.0	41.3	36.0	10.0	9.7	90.9	55.9	24.93	.....	.....
10—Hull.....	26.4	38.0	29.3	9.3	9.3	77.5	53.7	24.25	.....	.....
11—Montreal.....	27.1	38.7	28.7	9.1	9.4	85.0	52.9	25.25	.....	25.50-29.50
12—Quebec.....	28.7	41.8	30.6	9.0	9.0	85.9	53.4	23.00	.....	29.50-33.50
13—St. Hyacinthe.....	27.6	38.0	30.0	9.0	8.9	74.9	53.4	24.75	.....	.....
14—St. Johns.....	28.6	39.4	30.6	9.0	9.0	92.6	52.7	23.00	.....	.....
15—Sherbrooke.....	27.9	40.0	29.3	9.0	9.0	84.9	53.4	24.50	.....	22.50-26.50
16—Sorel.....	29.0	41.0	30.2	9.0	8.7	80.9	52.6	23.75	.....	.....
17—Thetford Mines.....	29.3	38.1	30.9	9.0	8.9	84.7	52.9	25.50	.....	.....
18—Three Rivers.....	26.0	39.0	30.5	9.1	8.9	85.1	53.3	24.00	.....	.....
<b>Ontario—</b>										
19—Belleville.....	28.5	35.0	28.4	9.7	9.6	81.2	52.7	23.50	.....	.....
20—Brantford.....	26.9	35.1	27.8	9.8	9.7	77.2	52.4	23.50	.....	23.50-27.50
21—Brookville.....	28.7	37.1	28.9	9.5	9.5	81.2	51.9	24.00	.....	.....
22—Chatham.....	28.2	37.0	28.6	9.7	9.9	78.9	53.5	24.00	.....	.....
23—Cornwall.....	28.6	39.3	28.7	9.3	9.3	78.0	51.7	25.25	.....	.....
24—Fort William.....	26.0	40.6	30.4	10.0	10.1	72.8	51.3	26.85	.....	29.50-33.50
25—Galt.....	24.4	32.0	27.8	9.9	9.9	80.9	53.7	24.00	.....	.....
26—Guelph.....	26.7	34.8	27.9	9.7	9.7	80.1	53.7	23.60	.....	.....
27—Hamilton.....	26.1	32.6	28.2	9.4	9.6	82.9	53.0	23.00	.....	30.50-34.50
28—Kingston.....	.....	36.4	28.5	9.3	9.2	78.9	52.6	24.00	.....	34.00-38.00
29—Kitchener.....	27.1	34.6	27.1	9.9	9.8	72.3	54.1	23.50	.....	31.50-35.50
30—London.....	27.3	33.2	28.0	9.8	9.7	80.4	52.4	24.00	.....	29.00-33.00
31—Niagara Falls.....	.....	36.2	27.6	9.6	9.6	74.1	53.2	23.00	.....	.....
32—North Bay.....	27.5	35.4	31.0	10.0	9.9	84.7	53.4	26.00	.....	.....
33—Oshawa.....	26.6	34.5	26.9	9.5	9.3	78.0	54.4	23.75	.....	.....

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS,

Locality	Canned Vegetables			Beans, common dry, white, per lb.	Onions, cooking, per lb.	Potatoes, per 10 lbs.	Prunes, bulk, per lb.	Raisins, seedless, bulk, per lb.	Oranges, per dozen	Lemons, per dozen	Jam, strawberry, per 32 oz. jar
	Tomatoes, choice, 2½ s (25 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin								
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
34—Ottawa.....	16.6	17.7	19.4	12.2	8.7	30.4	24.3	19.9	34.2	50.6	45.2
35—Owen Sound.....	19.7	16.2	19.6	13.1	6.6	30.3	19.0	19.1	32.5	47.0	45.9
36—Peterborough.....	17.7	16.1	18.3	12.8	7.8	29.5	22.3	18.2	39.0	50.6	47.1
37—Port Arthur.....	18.2	18.5	20.0	13.2	8.0	33.3	23.3	22.7	39.8	54.3	49.1
38—St. Catharines.....	19.0	16.6	19.1	12.4	7.5	29.1	25.8	18.6	35.4	52.7	45.4
39—St. Thomas.....	18.9	18.6	19.8	11.6	7.7	29.1	22.8	18.3	35.0	45.3	46.3
40—Sarnia.....	20.5	18.8	20.6	13.1	7.9	28.7	22.0	18.1	31.0	48.9	46.8
41—Sault Ste. Marie.....	19.4	16.8	19.5	12.3	7.8	33.5	22.8	19.7	37.7	52.1	47.5
42—Stratford.....	20.6	17.4	20.3	11.8	7.8	28.8	22.1	17.5	34.3	48.3	45.9
43—Sudbury.....	17.3	16.3	18.9	11.9	8.2	35.0	20.9	19.4	39.7	59.0	48.7
44—Timmins.....	17.9	16.5	18.8	12.9	8.6	36.3	22.0	20.7	41.7	56.4	47.8
45—Toronto.....	17.4	15.9	18.6	13.2	7.7	32.0	23.1	18.9	34.4	48.9	43.5
46—Welland.....	18.1	.....	19.2	12.8	7.4	30.3	21.7	16.9	35.8	50.1	45.6
47—Windsor.....	18.5	18.3	19.9	12.1	7.3	28.5	24.5	18.7	38.3	53.8	45.0
48—Woodstock.....	19.1	17.3	18.7	11.4	7.5	28.0	22.5	17.0	36.3	48.8	44.2
Manitoba—											
49—Brandon.....	21.1	19.9	19.7	15.4	8.7	38.7	21.7	20.4	42.0	64.0	.....
50—Winnipeg.....	19.6	18.6	19.3	14.4	6.5	38.7	22.1	20.1	40.1	65.5	56.8
Saskatchewan—											
51—Moose Jaw.....	21.4	19.4	20.0	14.0	8.4	46.1	22.1	19.6	45.0	62.3	.....
52—Prince Albert.....	23.4	18.8	21.4	14.6	8.9	41.4	22.3	20.2	44.8	73.4	.....
53—Regina.....	22.0	19.8	21.1	13.5	8.0	42.9	22.6	20.8	39.7	58.1	59.1
54—Saskatoon.....	21.8	17.3	20.4	13.3	8.6	40.5	23.0	20.0	44.9	65.2	.....
Alberta—											
55—Calgary.....	22.1	17.1	21.1	13.9	8.2	49.8	21.4	20.4	39.0	63.7	53.7
56—Drumheller.....	.....	17.6	22.0	14.3	8.4	48.6	21.5	20.9	42.3	67.6	56.2
57—Edmonton.....	23.0	18.3	21.7	13.6	8.5	48.1	21.7	20.1	37.1	59.9	55.0
58—Lethbridge.....	23.4	17.4	20.2	12.7	7.9	39.2	23.2	19.8	35.0	68.3	53.7
British Columbia—											
59—Nanaimo.....	23.2	18.1	24.0	15.5	8.1	45.4	23.1	18.4	32.0	52.7	52.3
60—New Westminster.....	21.0	18.0	22.5	14.3	7.6	40.7	21.0	18.7	29.3	49.4	49.7
61—Prince Rupert.....	25.1	22.3	24.7	16.3	8.7	47.7	23.8	20.0	45.0	54.9	52.7
62—Trail.....	26.1	20.5	22.2	16.7	8.0	44.3	23.5	21.3	35.0	67.5	.....
63—Vancouver.....	21.0	17.3	21.4	14.4	7.7	44.4	22.1	19.1	32.3	47.6	49.9
64—Victoria.....	23.4	19.1	22.8	14.5	8.4	46.0	21.8	19.6	36.7	54.1	47.8

# COAL AND RENTALS BY CITIES, DECEMBER, 1949

Locality	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 2 lb. tin	Sugar		Coffee, medium, per lb.	Tea, black, medium, per ½ lb. package	Coal		Rent (a)
				Granulated, per lb.	Yellow, per lb.			Anthracite, per ton	Bituminous, per ton	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$	\$
34—Ottawa.....	26.1	37.7	28.2	9.2	9.3	75.1	52.4	24.25	.....	35.00-39.00
35—Owen Sound.....	28.1	33.7	28.7	9.9	9.9	83.5	52.9	24.00	.....	.....
36—Peterborough.....	27.3	36.6	27.2	9.5	9.4	74.0	52.0	24.25	.....	.....
37—Port Arthur.....	26.6	42.4	30.1	10.1	9.9	71.2	51.5	26.85	.....	25.00-29.00
38—St. Catharines.....	24.0	32.4	26.8	9.6	9.3	78.6	52.7	23.75	.....	29.50-33.50
39—St. Thomas.....	28.3	38.3	28.8	9.9	9.9	82.1	53.6	24.00	.....	.....
40—Sarnia.....	28.0	37.9	29.1	10.1	10.1	80.6	52.9	23.50	.....	.....
41—Sault Ste. Marie.....	27.0	37.4	30.8	10.0	9.8	74.1	52.7	24.00	.....	.....
42—Stratford.....	28.9	35.7	29.2	9.9	9.9	80.9	52.4	23.50	.....	.....
43—Sudbury.....	28.4	37.9	30.6	10.0	9.9	77.2	53.0	24.75	.....	32.50-36.50
44—Timmins.....	27.6	39.7	30.9	10.3	10.2	74.2	52.6	26.50	.....	31.50-35.50
45—Toronto.....	26.0	36.0	26.6	9.4	9.4	79.0	52.0	22.65	.....	36.50-40.50
46—Welland.....	24.9	32.6	28.8	9.5	9.5	72.1	52.3	22.50	.....	.....
47—Windsor.....	26.2	34.4	28.7	9.8	9.8	76.2	52.3	23.50	.....	28.50-32.50
48—Woodstock.....	27.7	36.4	27.7	9.9	9.9	79.0	52.0	24.00	.....	.....
<b>Manitoba—</b>										
49—Brandon.....	29.8	41.7	32.7	11.3	11.2	74.8	51.2	.....	16.35	.....
50—Winnipeg.....	27.3	40.1	29.8	10.8	11.0	69.1	49.7	.....	17.55	30.50-34.50
<b>Saskatchewan—</b>										
51—Moose Jaw.....	29.5	41.3	34.0	11.2	11.2	75.2	50.0	.....	14.60	.....
52—Prince Albert.....	28.5	44.0	33.0	11.5	11.4	79.2	51.3	.....	14.75	.....
53—Regina.....	27.5	41.5	32.5	11.0	11.7	79.7	54.6	.....	15.40	31.50-35.50
54—Saskatoon.....	27.9	42.5	32.9	11.0	11.7	80.7	50.8	.....	14.90	24.50-28.50
<b>Alberta—</b>										
55—Calgary.....	27.3	38.8	33.0	10.6	11.2	79.0	49.8	.....	12.40	28.50-32.50
56—Drumheller.....	30.7	45.5	35.4	11.0	11.6	84.7	49.8	.....	.....	23.50-27.50
57—Edmonton.....	27.3	39.2	31.5	10.7	11.4	79.6	50.1	.....	8.20	27.50-31.50
58—Lethbridge.....	27.8	42.3	32.4	10.2	10.9	72.6	51.0	.....	8.35	.....
<b>British Columbia—</b>										
59—Nanaimo.....	28.0	37.6	29.6	9.9	10.6	81.1	49.9	.....	.....	.....
60—New Westminster.....	.....	32.9	30.1	9.1	9.3	75.4	50.2	.....	16.65	22.00-26.00
61—Prince Rupert.....	31.4	38.1	33.9	10.8	10.4	82.0	51.1	.....	18.00	21.00-25.00
62—Trail.....	29.5	40.8	33.1	10.0	10.4	77.4	51.1	.....	16.25	.....
63—Vancouver.....	27.1	32.6	28.9	9.3	9.3	76.6	49.5	.....	17.04	27.50-31.50
64—Victoria.....	28.2	35.7	30.0	10.0	10.0	74.7	50.9	.....	18.25	23.50-27.50

Above food prices are simple averages of prices reported. They are not perfectly comparable in all cases with price averages for earlier years. Changes in grading, trade practices, etc., occur from time to time. (a) Rental ranges shown above are indicative of prevailing rents being paid. They should not be used as a measure of change in rents paid for the same quality of living accommodation over long periods of time. (b) Averages include prices for cuts with bone-in.



TABLE F-5.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA, CALCULATED BY THE DOMINION BUREAU OF STATISTICS

(1926=100)

	1913	1918	1920	1922	1929	1933	1939	1941	1945	1947	1948	Nov. 1948	Sept. 1949	Oct. 1949	Nov. 1949
<b>All commodities.....</b>	<b>64.0</b>	<b>127.4</b>	<b>155.9</b>	<b>97.3</b>	<b>95.6</b>	<b>67.1</b>	<b>75.4</b>	<b>90.0</b>	<b>103.6</b>	<b>129.1</b>	<b>153.4</b>	<b>159.4</b>	<b>155.4</b>	<b>157.1</b>	<b>157.0</b>
Classified According to Chief Component Material—															
I. Vegetable Products.....	58.1	127.9	167.0	86.2	91.6	59.3	63.7	77.0	97.0	115.1	135.4	139.6	141.0	142.6	143.0
II. Animals and Their Products.....	70.9	127.1	145.1	96.0	109.0	59.4	74.6	92.1	107.9	131.8	158.7	176.2	166.8	164.9	164.0
III. Fibres, Textiles and Textile Products.....	58.2	157.1	176.5	101.7	91.3	69.7	70.0	91.0	91.8	128.8	157.0	161.9	158.9	158.0	159.3
IV. Wood, Wood Products and Paper.....	63.9	89.1	154.4	106.3	93.9	62.8	79.2	96.0	120.0	162.4	186.2	192.2	181.7	188.5	188.1
V. Iron and Its Products.....	68.9	156.9	168.4	104.6	93.7	85.4	98.5	111.3	117.1	137.9	159.2	166.2	171.8	179.5	173.7
VI. Non-Ferrous Metals and Their Products.....	98.4	141.9	135.7	97.3	99.2	64.3	71.3	77.7	79.8	124.4	149.6	144.2	138.3	141.3	141.4
VII. Non-Metallic Minerals and Their Products.....	56.8	82.3	112.2	107.0	92.9	84.4	85.3	95.2	102.0	114.5	133.6	137.0	134.0	138.9	138.1
VIII. Chemicals and Allied Products.....	63.4	118.7	141.5	105.4	95.4	81.3	79.8	98.9	99.4	107.9	120.1	127.1	121.1	122.0	119.2
Classified According to Purpose—															
I. Consumers' Goods.....	62.0	102.7	136.1	96.9	94.7	71.1	75.9	91.1	98.1	117.3	140.8	144.0	142.6	143.1	142.4
Feeds, Beverages and Tobacco.....	61.8	119.0	150.8	90.2	100.0	63.8	73.9	89.5	103.4	122.4	132.8	155.6	134.6	153.3	152.8
Other Consumers' Goods.....	62.2	91.9	126.3	101.4	91.1	76.0	77.2	92.2	94.6	113.9	135.2	139.2	124.6	136.3	135.5
II. Producers' Goods.....	67.7	133.3	164.8	98.8	96.1	63.1	70.4	83.6	100.7	129.3	153.2	162.3	156.6	159.2	159.6
Producers' Equipment.....	55.1	81.9	108.6	104.1	94.6	86.0	95.4	105.7	119.1	133.1	153.7	162.3	156.1	162.2	161.9
Producers' Materials.....	69.1	139.0	171.0	98.2	96.3	60.5	67.6	81.1	98.7	128.9	153.7	162.5	156.6	158.6	159.3
Building and Construction Materials.....	67.0	100.7	144.0	108.7	99.0	78.3	89.7	107.3	127.3	166.4	159.7	202.7	197.6	199.3	199.6
Manufacturers' Materials.....	69.5	148.1	177.3	95.8	95.9	57.5	63.9	76.6	93.8	122.5	146.6	155.5	149.7	152.0	152.5
Classified According to Degree of Manufacture—															
I. All Raw (or partly manufactured).....	63.8	120.8	154.1	94.7	97.5	56.6	67.5	81.8	105.6	130.7	156.2	164.2	158.4	160.5	160.5
II. All Manufactured (fully or chiefly).....	64.8	127.7	156.5	100.4	93.0	70.2	75.3	88.8	94.0	117.4	140.3	143.9	141.8	142.9	142.8
Canadian Farm Products—															
Field.....	56.4	132.0	166.5	81.4	93.8	45.8	54.2	59.0	110.1	126.4	133.0	128.0	123.0	122.6	122.6
Animal.....	77.0	133.6	150.8	99.0	112.5	59.7	81.2	95.9	123.0	143.9	177.0	186.5	183.7	181.7	182.5
TOTAL.....	64.1	132.6	160.6	88.0	100.8	51.0	64.3	72.8	114.9	132.9	149.7	149.9	145.7	145.0	145.0

The indexes for 1949 are subject to revision.

TABLE F-6.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA AND OTHER COUNTRIES

(Base figure 100 except where noted)

Country	Canada	United States	Mexico	United Kingdom	Ireland	France	Italy	Sweden	Switzerland	Egypt	South Africa	Australia	New Zealand
Description of Index:	Cost of Living, Dominion Bureau of Statistics	Consumers' Price Index, Bureau of Statistics	Cost of Living	Interim Index of Retail Prices, Ministry of Labour	Interim Index of Retail Prices	Retail Price Index, Statistique Générale	Cost of Living	Cost of Living	Cost of Living, Federal Labour Department	Cost of Living	Cost of Living, Census and Statistics Office	Cost of Living, Commonwealth Statistician	Retail Price Index, Government Statistician
Localities:			Mexico City	630	105	Paris			34 Towns	Cairo	9 Towns	6 Capital Cities	25 Towns
Base Period:	1935-39	1935-39	1939	June, 1947	Aug., 1947	1938	1938	1935	June, 1914	June—Aug. 1939	1938	1936-39—1000	Dec. 1942—1000
1913.....	(a) 79.1	(b) 70.7		(g) 100	(l)				(e) 100		81.4	(d)	(e) 628
1914.....	79.1	71.8		(g) 123							85.5		676
1915.....	80.7	72.5		(g) 146							90.8		724
1916.....	87.0	77.9		(g) 176							99.6		786
1917.....	102.4	91.6		(g) 203					204		106.4		880
1918.....	115.6	107.5		(g) 215					222		117.7		912
1919.....	126.5	123.8		(g) 249					224		145.8		1019
1920.....	145.4	143.0		(g) 226					200		132.0		1034
1921.....	129.9	127.7		(g) 183					164		110.1		952
1922.....	120.4	119.7		(g) 172	185				182	125	106.3	(f)	1010
1926.....	121.8	126.4		(g) 164	178				181	118	106.6	(f)	1004
1927.....	121.7	122.5		(g) 140	151				131	99	93.2		795
1933.....	94.4	92.4		(g) 158	178	108		107.5	138	(m) 103	99.9		990
1938.....	101.5	99.4	100.0	(g) 184	205	129		122.5	151	113	103.4		1035
1940.....	105.6	100.2	100.7	(g) 194	228	150		141.7	174	138	108.2		1073
1941.....	117.0	105.2	121.4	(g) 200	250	175		154.7	193	184	117.3		
1942.....	118.4	116.5	158.5	(g) 199	282	224		158.5	203	242	126.7		1002
1943.....	118.9	125.5	198.1	(g) 201	289	285		158.2	209	279	128.8		1003
1944.....	119.5	125.4	213.5	(g) 203	295	393		157.5	208	293	132.2		1004
1945.....	123.6	139.3	266.7	(g) 203	291	645		169.3	208	287	134.1		1008
1946.....	135.5	159.2	300.3	(g) 203		1030	4575	162.1	217	279	130.7		1039
1947.....	155.0	171.2	318.9	(g) 108	99	1632	4847	172.4	234	281	137.8		1105
1948.....	159.0	170.9	324.9	109		1385		176.3	254	281	151.2	(n)	
February.....	159.0	169.0	325.9	109	99	1857	4985	175.3	223	280	151.7		1000
March.....	159.2	169.5	327.9	109		1781	4980	175.4	222	280	152.0		
April.....	159.3	169.7	329.6	109		1757	5032	175.7	221	279	152.9		
May.....	159.5	169.2	333.0	111	99	1738	5047	175.5	222	276	154.2		
June.....	160.5	169.6	333.3	111		1726	4000	175.5	222		154.7		1002
July.....	162.1	168.5	341.0	111		1715	4851	175.8	221		153.2		
August.....	162.3	168.8	341.3	111	100	1732	4910	175.9	223		153.3		
September.....	162.3	169.6	342.0	112				176.2	222				
October.....	162.2	168.5	341.8	112		1826			221				
November.....	161.7												
December.....	161.5												

(a) First week of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) Years 1914-42 on base 1926-30—1000.

(f) preceding year to June of year specified. (g) July. (h) June. (i) Years 1914-47 on base July, 1914—100. 1947 average is for first half of year.

(j) Revised index. (k) Annual averages are on base July, 1914—100. (m) Average June—December. (n) New index, base 1st quarter of 1949—1000.

(j) Yearly averages are for period from July

(k) New series on June, 1947 base.

**TABLE F-2.—INDEX NUMBERS OF THE COST OF LIVING FOR EIGHT CITIES OF CANADA AT THE BEGINNING OF DECEMBER, 1949**

(BASE: Aug. 1939=100)

	Total			Food	Rent	Fuel	Clothing	Home Furnishings and Services	Miscellaneous
	Dec. 1, 1948	Nov. 1, 1949	Dec. 1, 1949						
Halifax.....	150.8	154.2	153.6	199.8	111.0	132.6	194.0	155.9	122.1
Saint John.....	155.5	157.9	158.0	193.7	118.0	134.4	193.6	160.3	128.9
Montreal.....	161.5	164.3	164.1	208.9	120.5	133.2	177.0	171.7	128.7
Toronto.....	154.5	157.2	157.4	194.1	124.6	152.0	182.4	162.8	129.3
Winnipeg.....	152.2	155.7	155.7	200.1	119.5	121.5	177.1	170.6	124.2
Saskatoon.....	161.6	162.8	162.7	210.0	125.3	140.4	189.2	171.4	121.6
Edmonton.....	153.6	157.1	156.4	207.2	113.1	114.6	187.8	161.8	125.4
Vancouver.....	160.8	162.3	161.9	205.8	115.6	139.8	192.3	160.5	133.7

N.B.—Indexes above measure percentage changes in living costs for each city, but should not be used to compare actual levels of living costs as between cities.

## G—Strikes and Lockouts

**TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-DECEMBER, 1948-1949†**

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-Working Days	Per Cent of Estimated Working Time
1949*						
January.....	10†	10	1,811†	1,811	9,700	0.01
February.....	6	9	6,711	7,235	71,732	0.09
March.....	8	10	1,228	5,978	135,725	0.17
April.....	9	18	785	7,877	139,500	0.17
May.....	15	23	4,028	10,540	174,150	0.22
June.....	15	27	4,138	11,359	141,084	0.18
July.....	10	18	7,336	12,501	57,744	0.07
August.....	14	19	3,390	4,541	35,451	0.04
September.....	11	22	6,171	8,211	66,580	0.08
October.....	13	19	10,383	16,008	69,479	0.09
November.....	11	20	1,381	8,904	135,526	0.17
December.....	5	13	611	3,041	23,667	0.03
Cumulative totals.....	127		47,973		1,060,338	0.11
1948						
January.....	19†	19	12,729†	12,729	135,835	0.17
February.....	8	14	1,858	11,058	140,130	0.17
March.....	9	15	1,360	3,845	57,133	0.07
April.....	12	18	2,152	4,678	51,269	0.06
May.....	13	22	1,157	3,204	39,754	0.05
June.....	16	29	2,048	3,804	34,337	0.04
July.....	13	26	6,368	8,338	77,588	0.10
August.....	18	31	2,046	7,617	110,625	0.14
September.....	18	31	6,296	11,619	112,759	0.14
October.....	10	22	2,638	7,908	88,598	0.11
November.....	14	21	2,373	3,452	17,000	0.02
December.....	4	12	1,795	2,566	20,765	0.03
Cumulative totals.....	154		42,820		885,793	0.09

\* Preliminary figures.

† Strikes un-terminated at the end of the previous year are included in these totals.

‡ The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.



**TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, DECEMBER, 1949 <sup>(1)</sup>**

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars <sup>(2)</sup>
	Establish- ments	Workers		
Strikes and Lockouts in Progress Prior to December, 1949				
MANUFACTURING—				
<i>Tobacco and Liquors—</i> Soft drink factory workers, Windsor, Ont.	1	10	200	Commenced August 5; for a union agreement providing for increased wages, payment for empties, check off, seniority, etc., following reference to conciliation board, employment conditions no longer affected by the end of December; indefinite.
<i>Rubber and Its Products—</i> Rubber factory workers, Toronto, Ont.	1	925	8,000	Commenced October 12; for a new agreement providing for increased wages, Rand formula for union dues, pay for two additional statutory holidays (one retroactive), following reference to conciliation board; terminated December 13; conciliation, provincial; compromise.
Rubber products factory workers, Drummondville, P.Q.	1	189	3,950	Commenced November 10; for a new agreement providing for increased wages, retroactive to Apr. 23-49, two weeks' vacations with pay, and revision of hours of work; terminated December 24; conciliation, provincial; compromise.
<i>Animal Foods—</i> Meat packing plant workers, Hamilton, Ont.	1	152	2,500	Commenced October 26; for a new agreement providing for certain changes in hours of work, seniority, payment for statutory holidays, etc., as recommended by conciliation board, and wage increase granted to be retroactive to Mar. 1-49; terminated December 23; negotiations; compromise.
Meat packing plant workers, Windsor, Ont.	1	38	340	Commenced November 18; for a union agreement providing for increased wages, reduced hours, and other changes, under consideration by conciliation board; terminated December 12; return of workers pending further negotiations; indefinite.
<i>Printing and Publishing—</i> Lithographers, London, Hamilton, Ottawa, Toronto, Ont., Montreal, P.Q.	41	<sup>(3)</sup> 859	<sup>(3)</sup> 4,550	Commenced June 29; for a new agreement providing for increased wages, reduced hours, insurance and welfare plan, etc., following reference to conciliation board; terminated by December 14 at all but five establishments (see footnote 3); negotiations, compromise.
<i>Miscellaneous Wood Products—</i> Wood products factory workers, Megantic, P.Q.	1	202	1,800	Commenced November 2; for implementation of award of arbitration board for increased wages, reduced hours, time and one-half for overtime, two weeks' vacations with pay, in new agreement under negotiations; terminated December 10; return of workers; in favour of employer.
TRADE— Department store clerks, New Westminster, B.C.	1	55	1,000	Commenced August 27; for a union agreement providing for increased wages and other changes as recommended by majority report of conciliation board; unternminated.

**TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, DECEMBER, 1949 <sup>(1)</sup>**

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars <sup>(2)</sup>
	Establish- ments	Workers		
Strikes and Lockouts Commencing During December, 1949				
FISHING AND TRAPPING— Fishermen, Burin, Nfld.	4	50	250	Commenced December 27; for in- creased prices for fish; untermi- nated.
MANUFACTURING— <i>Textiles, Clothing, etc.</i> — Worsted textile factory workers, Trenton, Ont.	1	118	400	Commenced December 7; for a new agreement providing for increased wages and reduced hours; termi- nated December 16; return of workers pending further provincial conciliation; indefinite.
Shirt factory workers, Hamilton, Ont.	1	56	230	Commenced December 9; alleged discrimination in dismissal of female worker; terminated Dec- ember 15; return of workers pend- ing further negotiations; indefinite.
CONSTRUCTION— <i>Buildings and Structures</i> — Plumbers, Ottawa, Ont.	37	375	375	Commenced December 28; for a new agreement providing for increased wages, two weeks' vacations with pay, double time on Saturdays, etc.; terminated December 28; return of workers; indefinite.
SERVICE— <i>Recreation</i> — Moving picture projection- ists, Calgary, Alta.	5	( <sup>4</sup> ) 12	72	Commenced December 19; for a greater increase in wages than granted by arbitration board, following change in regulations for shifts from two men to one; termi- nated December 24; negotiations; compromise.

<sup>(1)</sup> Preliminary data, based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

<sup>(2)</sup> In this table the date of commencement is that on which time loss first occurred, and the date of termination is the last day on which time was lost to an appreciable extent.

<sup>(3)</sup> Workers involved in Ontario—569, time loss 3,400 days; workers involved in Quebec—290, time loss 1,150 days; work resumed by: Montreal and Hamilton, Dec. 7; London, Dec. 8 and Dec. 12; Ottawa, Dec. 14; Toronto, Dec. 7, at all but 5 establishments, and all but one by Dec. 31; employment conditions considered to be no longer affected by the end of the year.

<sup>(4)</sup> 15 indirectly affected.



# PUBLICATIONS OF THE DEPARTMENT OF LABOUR

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**Annual Report of the Department of Labour**  
An outline of the Activities of the Department during the fiscal year ended March 31, 1949. PRICE, 25 cents.

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Reports published annually, 1948 report, 25 cents.

**Organization in Industry, Commerce and the Professions in Canada—**  
Thirteenth Report, 1947. PRICE, 50 cents.

**Labour Legislation as Existing in Canada on December 31, 1937—**  
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**Wage Rates in Canada—**  
Report No. 31 on Wages and Hours of Labour in Canada, 1948.  
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